

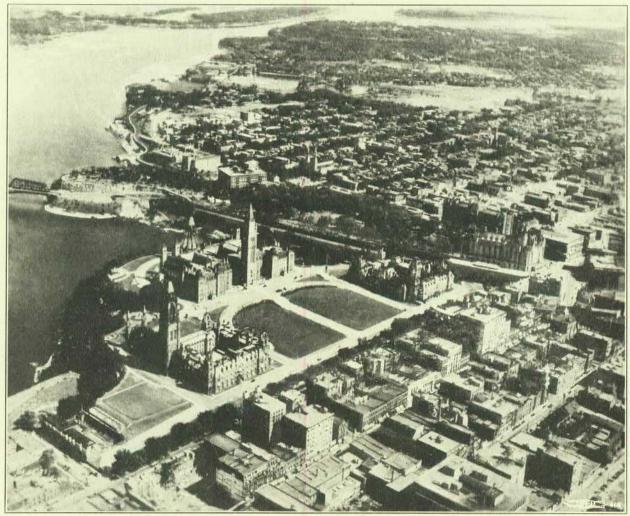
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VOL. XXX

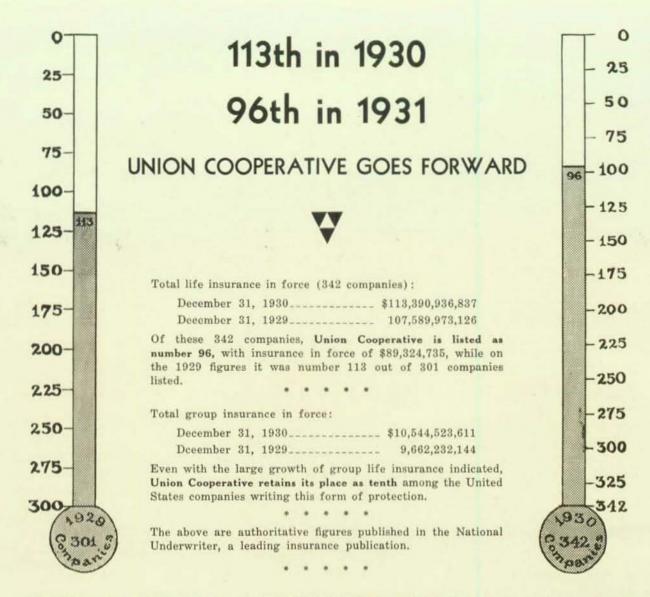
WASHINGTON, D. C., MAY, 1931

NO. 5

Canada has no bank failures



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Magazine Chat

A student in Czecho-Slovakia received a Czecho - Slovakian newspaper published in Chicago. This paper reported that the Electrical Workers Journal carried unique articles on economic planning. This student, alert for ideas, wrote to the Electragists Association in New York City, inquiring about the Electrical Workers Journal. The Electragists relayed the message to this office. This office sent the student his coveted numbers.

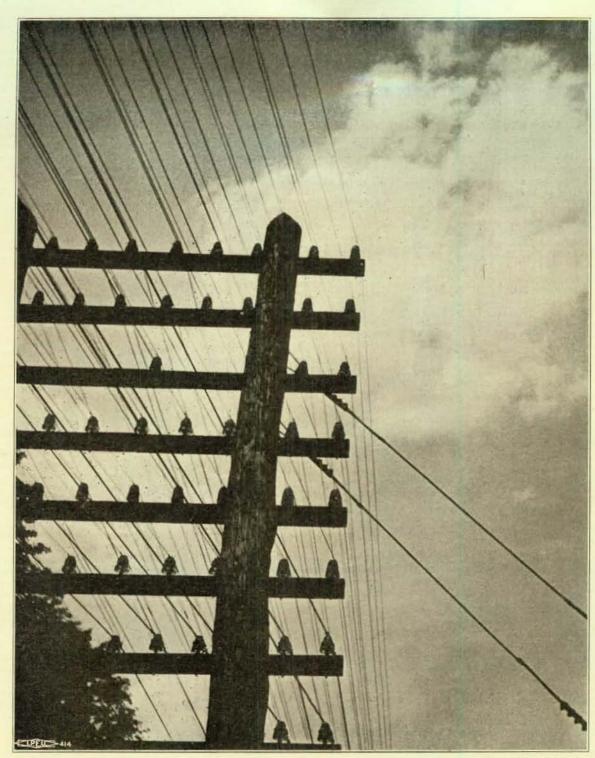
On a recent morning our mail brought us eight similar letters. An eminent lawyer wanted back articles relative to the Bell Telephone system. A large library wanted to complete its files. A college professor wanted technological data published only in this Journal. A member wanted more information about an electrical hook-up. And so on. Eloquent evidence that your Journal is doing a job.

Harry B. Fisher, Belleville, N. J., is a photographer who catches beauty from a striking angle. He brings photography close to art. His "Spirit of Communication" (see frontispiece) captures all the romantic beauty of the wires. A member of the New York Camera Club, Mr. Fisher has generously loaned his study to the Electrical Workers Journal, that it may bring pleasure to the thousands of linemen, who know the wires from a different angle.

Photography of this excellence can do much to illuminate the hard places of industry. In some of its aspects, photography seems as capable of depicting industry as painting.

"Planning and Control of Public Works," published by the National Bureau of Economic Research, reviewed in the April Journal, is priced at \$3.00.

Our members continue to give varied, intelligent, swift and generous aid to this Journal. Selah!



"SPIRIT OF COMMUNICATION," BY HARRY B. FISHER

Courtesy of Artist

SINGING WIRES

Wires sing touched by the fingers of the wind,
Wires strung by workmen's singing hands:
Carrying not only the jargon of busy men,
But the fellowship of words to world's far-flung lands.

-John Gray Mullen.



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Vol. XXX

WASHINGTON, D. C., MAY, 1931

No. 5

When One Bank Fails, All Lose in Canada

By E. INGLES, Vice President, I. B. E. W., Toronto

M ORE than 600 bank failures a year in the United States on an average —and 1100 in 1930—failures with all the attendant misery of broken homes, disappointed lives, wrecked dreams, and personal dishonor—make striking contrast with the ever-flowing credit system of Canada. This biting contrast makes this article of Vice President Ingles of deep interest on this side of the border. How Canada has accomplished this financial stability is told with historical exactitude.

Between 1881 and 1901 there were 36 chartered banks in Canada. Due to insolvencies and amalgamations this number decreased until at the end of 1929 there were 11. The branch bank form, perhaps the most distinctive feature of the Canadian system as it exists today. and for a country such as Canada, vast in area and with a small population, the plan has proved to be a good one. A result of the growth of the branch banks has been the partially centralized system that now obtains, centralized as to banks rather than as to district. One effect of this would be that in a given locality were any branch a separate entity and were it to be confronted with insurmountable obstacles, it could do little else than fail. The branch bank, however, would have the resources of the parent bank and all its branch banks to fall back upon. Due to lack of business or other causes it might close its doors, but not before it had met all its obligations. At the end of 1929 the 11 chartered banks had 4,069 branches and sub-agencies located in Canada.

A second peculiarity of the system may be noted. The existence and operation of the Canadian Bankers Association. Through this body, which was incorporated in 1900 and acts under the authority of the Dominion Treasury Board, co-operation of individual banks is facilitated and encouraged. The association supervises clearing house transactions, appoints curators to supervise the affairs of banks which have suspended business and oversees the printing and issue of notes to its members. Adherence to similar principles and a linking together of the credit of the system results from the co-operation secured through the association.

The elimination of weaker banks and their amalgamation with more stable ones has been a progressive move towards greater efficiency. Co-operation between banks and the Dominion GovBy an awakened public conscience a responsive banking system has been built up by our neighbor on the north which virtually precludes all bank failures. Only 26 failures since 1868.

ernment has been made permanent through the medium of periodic returns and the regulation of note issues and reserve. All banks must make a monthly report as to their condition to the Minister of Finance. The Minister may appoint the auditors of the bank and has the right to exercise a degree of supervision over them. The Minister may, from time to time, require that the auditors of the bank shall report to him upon the adequacy of the procedure adopted by the bank for the safety of its creditors and shareholders, and as to the sufficiency of their own procedure in auditing the affairs of the bank; and the Minister may at his discretion enlarge or extend the scope of the audit, or direct that any other or particular examination be made or procedure established in the particular case as the public interest may seem to require. Subsection 12 of section 55 of the Bank Act states: The auditors shall make a report to the shareholders on the statement of the affairs of the bank to be submitted by the directors to the shareholders under section 53 of this Act during their tenure of office.

13. The report shall state

- (a) whether or not they have obtained all the information and explantions they have required;
- (b) whether, in their opinion, the transactions of the bank which have come under their notice have been within the powers of the bank;
- (c) whether, in their opinion, the statement referred to in the report discloses the true condition of the bank;
- (d) whether the statement is as shown by the books of the bank.

Influence Eliminated

This is known as the shareholders audit. Auditors are governed by subsection 17 of section 55 which reads: "A person appointed under this section to audit the affairs of a bank shall not, during the term for which person is appointed, either by himself, or by the firm of which he is a member, or by any other member of such firm, accept any retainer or undertake any employment on behalf of or at the instance of such bank or any officer thereof, whether at the expense of the bank or not, other than that of auditor hereunder; and failure to comply with the provision of this subsection shall be an offense against this Act."

Pooled Redemption Fund

Bank notes form the chief circulation medium in use in Canada. Under the Bank Act, the banks are authorized to issue notes of the denominations of \$5 and multiples thereof to the amount of their paid up capital. These notes are not in normal times legal tender. Notes in denominations under \$5 are issued by the Dominion Government. In case of insolvency, the notes of a bank are a first lien upon its assets. They are further secured in case of insolvency, by the bank note circulation redemption fund. This is a fund to which all banks contribute on the basis of 5 per cent of their average circulation. The sum thus secured is available for the redemption of the notes of failed banks. The following sections quoted from the Bank Act show how redemption of the notes of a failed bank are made. Section 66 sub-section 1: "All payments made from the Circulation Fund shall be without regard to the amount contributed thereto by the bank in respect of whose notes the payments are made. Sub-section 2; If the payments from the Circulation Fund exceed the amount contributed to the Circulation Fund by the bank so suspending payment, and all interest due or accruing due to such bank thereon, the other banks to which this Act applies shall, on demand, make good to the Circulation Fund the amount of the excess, proportionately to the amount which each such other bank had or should have contributed to the Circulation Fund, at the time of the suspension of the bank in respect of whose notes the payments are made." Sub-section 3 states: "Each of such other banks shall only be called upon to make good to the Circulation Fund its share of the excess payments not exceeding in any one year one per cent of the average amount of its notes in circulation; such circulation shall be

ascertained in such manner as the Minister decides, and the Minister's decision shall be final." A little later it will be noticed how this provision has a tendency to prevent failures.

As already shown the banks supply the community with most of the currency necessary as the medium of exchange. It is a matter of importance that such currency should be generally acceptable and stable in value. In normal times the value of the Canadian Bank notes is maintained in large measure by the provision that banks shall redeem their notes at the redemption centers, of which there are nine. According to law it is not necessary for one bank to honor the notes of the remaining banks, but in practice the notes of a solvent institution have

always been accepted at the receiving wickets of the remaining banks. This practice is perhaps the greatest factor in establishing the value of bank notes. Observing that no loss has been sustained since 1890 by Canadian note holders because of the dependence they have placed in this paper, the security is being constantly strengthened. Any element which contributes to the regularity and the certainty of this redemption adds materially to the strong position of the note circulation. The branch bank organization has been one of the elements which has served to maintain the regularity of such redemption. It serves the purposes of the bank to receive the notes of other banks in deposits and to return them to the bank of issue. All notes

which are paid out as till money are those issued by the bank in question. It is of advantage for any bank to increase its note circulation to the limits set by the legitimate needs of its customers.

Those Who Profited Must Pay

The double liability of the share holders is an expedient which has been taken advantage of for discharging the obligation of a number of failed banks in connection with the redemption of the note circulation. The shareholder is liable, in the event that the property and assets of the bank are insufficient to pay its debts and liabilities, for the deficiency to an amount equal to the par value of the shares held by him, in addition to any amount not paid up on such

Dald to

TABLE NO. 1

CANADIAN BANK INSOLVENCIES SINCE 1867

			Paid to				
	Date of		Paid-up	Note Holders	Depositors		
Name	Suspensio	n	Capital	Per Cent	Per Cent		
Commercial Bank of N. B.	Total Control	1868	\$600,000	100	100		
	April.	1979	100,000	100	100		
Bank of Acadia -		1070	200,000	7.00	252		
Metropolitan Bank	October,	1810	800,170	100	100		
Mechanics' Bank	May,	1879	194,794	571/2	571/4		
Bank of Liverpool	October,	1879	370,548	100	96 6/17		
Consolidated Bank of Canada	August,	1879	2,080,920	100	100		
Stadacona Bank	July,	1879	991.890	100	100		
Bank of Prince Edward Island	November 28.	1881	120,000	5934	50.87		
Exchange Bank of Canada	September.	1883	500,000	100	663/		
	March.	1887	321,900	100	102/		
Maritime Bank of Dominion of Canada		The second of	200.000		10%		
Pictou Bank	September,	1887	200,000	100	100		
Bank of London in Canada	August,	1887	241,101	100	100		
Central Bank of Canada	November,	1887	500,000	100	99%		
Federal Bank	January,	1888	1,250,000	100	100		
Commercial Bank of Manitoba	June 30,	1893	552,650	100	100		
Banque du Peuple	July 15.	1895	1.200,000	100	75%		
Banque Ville-Marie	July 25.	1899	479.620	100	1716		
Bank of Yarmouth	March 6	1905	200,000	100	100		
	October 13.	1906	7 500 000	100			
Ontarlo Bank	The second secon		2,000,000		100		
Sovereign Bank of Canada	January 18,	1908	3,000,000	100	100		
Banque de St. Jean	April 28,	1908	316,386	100	30 1/5		
Banque de St. Hyacinthe	January 24,	1908	331,235	100	100		
St. Stephen's Bank	March 10,	1910	200,000	100	100		
Farmers Bank	December 19,	1910	567,579	100	1		
Bank of Vancouver	December 14.	1914	445.188	100	+		
Home Bank of Canada	August 17.	1999	1 960 591	100	+		
ALVING DUILE OF COUNTY CONTROL OF	Secretary Section 19 and 1	and make	*10.30100.E	200			

^{*}This bank was only in existence for three months and 26 days. Some of its notes were redeemed on its re-opening for a few days. The Dominion Government received 25 cents on the dollar on several thousand dollars worth of notes which it held. † Liquidation incomplete.

TABLE NO. 2

BANK ABSORPTIONS IN CANADA SINCE 1867*

Purchasing Bank	Bank Absorbed	Date †	
Bank of Montreal.	Exchange Bank, Yarmouth, N. S.	August 13.	1903
	People's Bank of Hamilton, N. S.	June 27.	1905
	Ontario Bank	October 13	1906
	People's Bank of New Brunswick	April 15	1907
	Bank of British North America	October 12	1918
	Merchants Bank	March 20	1922
	Molsons Bank	January 90	1925
Canadian Bank of Commerce	Gore Bank		1870
Canadian Dana Of Commercial	Bank of British Columbia	Dogombon 21	1900
	Halifax Banking Co	Max 20	1903
	Merchants Bank of P. E. I	Mary 91	1906
	Eastern Townships Bank	Delimon on	1912
	Dault of Hamilton	February 29,	1923
	Bank of Hamilton	December 31,	
ar a war war a	Standard Bank of Canada	November 3,	1928
Bank of Nova Scotia	Union Bank of P. E. I.	October 1,	1883
	Bank of New Brunswick	February 15,	1913
	The Metropolitan Bank	November 14,	1914
	The Bank of Ottawa	April 30,	1919
Royal Bank of Canada	Union Bank of Halifax	November 1.	1910
	Traders Bank of Canada	September 3,	1912
	Quebec Bank	January 2,	1917
	Northern Crown Bank	July 2.	1918
	Union Bank of Canada	August 31.	1925
Imperial Bank of Canada	Niagara District Bank	June 21	1875
Banque d'Hochelagat	Banque Nationale	April 30,	1924
Bank of New Brunswick	Summerside Bank	September 12.	1901
Merchants Bank of Canada	Merchants Bank	February 22	1868
	Commercial Bank of Canada	June 1.	1868
Union Bank of Halifax	Commercial Bank of Windsor	October 31.	1902
	The Northern Bank		1908
	Crown Bank of Canada	July 2	1908
Union Bank of Canada	United Empire Bank	March 31	1911
Home Bank of Canada	United Empire Bank	Anell 15	1913
Standard Bank of Canada	Western Bank of Canada.	Pohenney 19	1909
Nianuala Dana of Canana	Sterling Bank of Canada	December 21	1924
	The same of the sa	referentier of	40-4

^{*} The purchasing banks named is the latter part of the table are no longer in business.
† Dates given since 1900 are those of the Orders in Council authorizing the absorption.
† The Banque d'Hochelaga after absorbing the Banque Nationale adopted the name Banque Canadienne Nationale.

shares. In other words he must pay for his shares twice. A person, before he can become a director must have in his own right and be the sole owner of shares of stock in an amount of not less than \$3,000 when the paid up capital stock of the bank is \$1,000,000 or less, \$4,000 when the paid up capital of the bank is over \$1,000,000 and does not exceed \$3,000,000 and \$5,000 when the paid up capital of the bank exceeds \$3,000,000.

The principle of the shareholders double liability was first proposed to the legislators of upper Canada in a communication from the Colonial Office. An objection was raised to the adoption of the safeguard on the score that the terms

were so onerous that investors with considerable resources would be so averse to the purchase of bank stock and the result would be that the shareholders would be confined to a class with little financial backing. The de-cided opposition of the opposition cided Colonial Parliaments prevented the adoption of double liability at the time it was first broached, but at a later date it was inserted in the charter of Canadian banks and has been retained in the banking legislation which has been adopted from time to The shareholder is not able to avoid his obligation aside from recourse against the transferee by transferring his stock to a second party within 60 days of the date of suspension.

Bankers Also Protected

already stated As claims of the note holders are a prior lien on the assets of the bank. This is justified as it is practically impossible to make a distinction between the notes of the weaker and the stronger banks. Anything which safeguards the general assets of the bank has a direct bearing on the strength of the note circulation. For example a bank is not allowed to lend money on its own or other bank stock. The current loans for industrial and commercial purposes form by far the greatest liabilities of the banks. Loans based on doubtful paper are carefully This vigiguarded against. lance is the foundation of the good standing of the system. The law gives the banker the first lien on the liquid assets of the business of the borrower. The goods originally accepted as security as well as the goods or products which in the course of business are substituted for them are placed under the control of the lending bank providing

that the debts are not discharged. Such goods may be sold upon notice of 30 days in the case of lumber and of 10 days for other commodities. This right of the bank to the goods which the loaned capital has assisted to produce in default of repayment is after all the chief asset of the bank. The cash on hand, rest fund, call loans and securities are liquid resources forming the margin of safety sufficient to meet ordinary demands.

An alternative method of securing note holders against loss would be for the banks to deposit with the finance department government bonds or other collateral to the full amount of its note circulation. An act was put in force in

CANADIAN BANK OF COMMERCE, TORONTO, AN ALL-UNION JOB. L. K. COMSTOCK CANADIAN CO. CONTRACTORS.

1850 offering the banks of that day certain concessions if they would take action to secure their note circulation with the public debt. As the banks considered that the old method was the more profitable the new act received a limited application. The plan appears to derive its justification chiefly as a means of assistance in taking care of a national debt. From the viewpoint of the banks it means a deprivation of the use of a fund which must be collected in a certain community and sent to another. The community making the collection of the money derives no benefit except in the case of the failure of the bank, when the securities are sold to retire the note circula-

tion. A period of prosperity usually leads to an increase in the value of the bonds. There is a temptation on the part of banks forming part of such a system to sell the bonds and contract their note circulation accordingly. This tendency would be natural if the profit to be obtained by the sale of securities would more than offset any advantage which might be derived from a note circulation of equal face value. On the other hand if the market value of the bonds is depressed by a period of hard times, the banker is naturally inclined to attempt to get a higher net profit by investing in bonds and increasing the note issue accordingly.

Placing the note holders in a preferred position over the other creditors has been objected to on account of the greater incentive to depositors' runs on the bank. Partly in view of the practice of accepting the notes of all the other banks by any one, and the consequent fear of a delinquent bank obtaining too great a credit from the other banks, the principle of the prior lien of note holders was endorsed by the banking fraternity.

All For One, One Backed By

The chief benefit derived from the circulation redemption fund has been the engendering of a spirit of unity among the banks. If the remaining banks are liable to lose directly by the suspension of one of their number there is apt to be a tendency toward unified action to prevent an individual failure. The officers of each bank are required to render monthly to the finance department a detailed report of the assets and liabilities of the institution entrusted to their care. These reports in tabular form are (Continued on page 277)

COMMENT

By

PRESIDENT BROACH

DEATH has hit us again. Vice President Wilson just shot himself. He suffered a nervous breakdown. He follows Jackson, Murphy and others—who killed themselves to find relief from the terrific strain, worry and grief. We've lost a president and four vice presidents in 33 months.

Here was a young fellow—only 27—whose heart, his whole being, and finally his life, was given to his work. When others suffered, he suffered—but little did others realize. One rarely sees the union official—except from the platform and the printed page.

We sensed Wilson was breaking down under the strain. He was brought to Washington. We spent nights talking with him, trying to bring him back. He was sent to a hospital and then released. But his nerves were too far gone. Before death he wrote his father

"Dear Dad: Don't worry about me.
I got tired and have gone for a rest."

Wilson showed exceptional promise. But the pains — the strain, grief and heartaches — the unpleasantness and loneliness that go with responsible leadership, got the best of him. Perhaps he was too serious-minded.

When President Noonan died, we wrote:

"I know something about the wear and tear of this work, how quickly it takes effect, how fresh young men are made old and weary almost overnight. "The atmosphere of controversy—the smoke and poison-filled conference rooms—little sound sleep—irregular and hastily eaten restaurant food, greasy and poorly prepared, often consumed while tired and nervous—traveling on trains when ill and worn—piles of mail filled with documents, requests, pleas, complaints and troubles of all sorts—all take their heavy toll, almost before one knows it.

"No line of work produces more shattered nerves and broken health."

Some in this work have more ambition than ability. They think more of self—of self-advancement—than of getting things done. They measure their importance—and ability—by show, talk and strut. They can't see themselves for their heads. They fool only themselves. They usually carry a big bag of excuses—and avoid hard work at every chance.

The best men—the most useful—are never self-seekers. They are too busy to think much of self. They are serious, honest-minded, hard workers—and their chance usually comes. The man who doesn't worry and grieve over this union work, never takes it seriously and shouldn't be in it.

In March, 1930, we wrote:

"The ideal union must be highly systematized—with staffs of technicians and experts. There must be trained heads of: Organization—Education—Public Relations—Research—Engineering—Legal — Legislation — Finance—Standards."

Our Research Department is well developed. It's the most useful we have. Our trained head of legislation is doing good work. We have just added a Director of Public Relations.

We must know what others feel is wrong with us. We must know others. They must know us. We want our errors told us. We must keep an open mind and correct errors quickly. All this presents a big job for our new Director of Public Relations.

A Director of Education will come next. Other trained heads will come as fast as we can safely build the structure. Our job is by no means finished. We have merely begun to modernize. We must keep pace with rapidly changing conditions—if we are to rest on a solid footing, render worth-while service and command respect from outsiders. The future usefulness of unions depends upon their willingness to rebuild their organizations to meet the new industrial conditions.

Some say "To Hell with the International and the Constitution"—yet they demand their rights and the protection of our laws. Free speech is not a license to destroy and undermine the morale of this organization. It cannot be used by foolish, stubborn individuals to obstruct, destroy, blow off and show off. We repeat:

"No one has any rights in this organization when such rights interfere with its orderly progress and development."

Labor unions have suffered greatly by letting the novice tell how to do it. Failures, misfits, clowns, bums and lunatics have had their say in union meetings, and too often they have been followed—willingly and disastrously.

Associations of general contractors—or builders—who were going to "help" labor "settle" its jurisdiction disputes, are now demanding wage cuts. They—not the sub-contractors—have just caused lockouts of various crafts in Houston, Youngstown, Albany, Waterloo and other places. Demands in the building industry for wage cuts—and more suffering—have invariably come from such associations.

A Representative reported:

"The master builders here are demanding that all crafts working for subcontractors negotiate only through the master builders committee."

We refused. Others, who tried it, got a terrible burning.

How ashamed union officials ought to be, who tied up with "master builders"! How they can face these locked-out workers, is beyond me! What fools we would have been to do it! Yes, the lion will lie down with the lamb—for a while.

A man writes he "fears making enemies." But enemies you will have. There's nothing more common or certain. You cannot seem right to any—unless you seem wrong to many. Show us the man who doesn't make enemies—and we'll show you a worthless, insignificant creature, cheating the undertaker out of work. All fault-less people are under the ground.

Many demand you say and do things which they would positively refuse to do—were they in your position and knew the facts. They believe only what they want to believe. We can't hold back because of enemies. When you follow the easier course, you simply coddle and deceive others—and yourself. To avoid making enemies you must say nothing, do nothing—and stay out of sight.

H.H. Broach

STAY OUT OF BUSINESS

alone?"

We replied:

"The odds are about 100 to 1 against you. We don't want to spread gloombut we must face stubborn facts. Last year, 26,459 businesses failed in this country. These were recorded. Many others were not. Literally hundreds of electrical concerns went under. Many more will follow.

"Many times we've seen our members lose their savings and homes in business ventures. Only a small handful have succeeded-and then only after several years of hard labor and struggle. Rarely do they earn as much wages as the workman. Many have gone ahead despite warnings-only to grieve and cry later."

Here are more reasons why our men should stay out of business. There are about 21,000 electrical contractors in the states, doing a business averaging between \$5,000 and \$30,000 a year.

10,000 average a volume of \$5,000 a year 6,000 average a volume of \$10,000 " " 5,000 average a volume of \$30,000 " "

The best and most experienced contractors are having their financial troubles. Thousands in the lowest class make so little they are rarely known. Thousands do not even keep books. They barely exist. The death rate of small businesses increases each year. In times of depression it's simply a massacre.

The history of the electrical construction industry is strewn with failures and bankruptcies. These have hit our industry hard-and particularly this organization. We want a healthy,

RECENTLY we were asked: "Should I pur-prosperous, thriving industry. We want a job chase an interest in a shop or start in business done right. No employer should take any job unless he is able and willing to do it in an up-todate, safe and orderly manner.

> The contractor who takes work below cost and gambles on extras, affording opportunity to overcharge the owner-or who slights the job, or takes the losses out of the mechanics' hides-is a cheating, thieving crook. There's no room for such men in any industry. We've suffered a deadly blow by "dog eat dog" competition among employersespecially the incompetent ones.

> Thousands of "contractors" and "fixture dealers" are incompetent and rarely earn as much as a good helper. Let's picture one:

> > His business is often in his hat or automobile. He dives in and out, up and under. One rarely knows where he will show up next. He works all day, goes around at night gathering materials and trying to collect bills.

He seldom knows the business. His existence is a constant stomachache. Collectors are close on his heels. He often issues worthless checks, "goes out" of business, and arranges for "a new start."

No one can know what he is doingexcept that he's in continual trouble. He pitches work in, in any old fashion, cheats and trims and then makes his getaway. But to listen to his story, without knowing the facts, he's the unluckiest, most persecuted man in town. He's the very personification of "honesty."

Such "contractors" and "fixture dealers" drive union officers almost insane trying to prove to the public there is some honesty in the industry.

Many are soon owned by the supply houses. The less scrupulous ones often show up with new financial "suckers" to back them-and so it goes.

There's a type of man who wants to be a boss. He doesn't care what he bosses. He wants the childish pleasure of being his "own master". Fool that he is, he loves to say "I'm my own boss"—or— "I'd rather own a peanut stand than work for John D."

This is pure sentiment or ignorance. The man wants to strut and parade as "owner", even if it's only in name. The same impulse is seen in boys or very young men. As soon as they get a job, they often want business cards displaying their names. This impulse is so great in some men that they must scratch their names in public places.

Our members who feel the urge to enter business on a shoe-string, should come to their senses. A self-supporting mechanic is often a better, more independent, more substantial citizen than a small proprietor.

We're often asked: "Should agreements be signed with employers hiring one or two men?" This depends upon the reliability of the individuals. Experience shows those who live from hand to mouth are usually violating agreements. They often cheat or hire non-union men but keep the agreements to use in securing work by misrepresentation. They often turn union—and again non-union—several times a year, depending on what jobs are in sight. Of course there are exceptions—and in this, as in other matters, judgment must be used. Whether an agreement is signed or not—there must be no deviation from the standard wages and working conditions of a local union.

It's said small contractors are a liability. Some are. So are some of the large ones. A neglected field grows weeds. Opportunity to become an electrical contractor is as promising as a harvest moon—to incompetent mechanics, high school Edisons, commercialized trade school victims, and others.

The larger contractors have done little or nothing to keep down weeds. They have actually encouraged growth of weeds, briars and nondescript underbrush in the electrical industry. THEY HAVE ABANDONED THE FIELD OF SMALL WORK. In the aggregate it amounts to probably 40 per cent of the total.

In the past, larger contractors have been known to encourage the industrialist to put the maintenance men on his own payroll. Apparently, this is unavoidable now—but if so, it's the result of faulty education. They have advised the customer, who wanted a minor job done—perhaps in his residence—that he could save money by calling in Jim Smith, a neighborhood electrician. In other days, they have insisted on higher ratios of apprentices—increasing the supply of incompetents.

They have bought jobs at a low figure, foolishly believing they could sell the jobs back to the owners for a greater price, through extras. But the owner was too sharp. He sold the beginning of the job to the large contractor at his own low price, and financed the small contractor to finish the work.

The owner furnished the fertilizer and cultivated the weeds. The big contractor helped him. The weeds thrived—because the field was, and is, below the dignity of the larger contractor. He wants to do only "big jobs".

The problem cannot be solved by distinguishing between contractors—large or small. But it can be solved by distinguishing between the fair minded, intelligent contractor—and the destructive, customer-robbing, cheating individual—the product of unwholesome competition.

H.H. Broach

Sick Credit System Looms As Business Foe

R. BARRON, late editor of the Wall Street Journal, used to answer attacks on the capitalistic system with

"But it isn't a capitalistic system, it's a credit system."

It's a capitalistic system with an inelastic, inadequate, private credit system. What is needed is an elastic, comprehensive system of credit touched with public service. This was the kind of thing dreamed of in the Federal Reserve System, now unhappily but an adjunct of the more powerful private system. The agency which economists, engineers, business men, and labor leaders now are beginning to visualize as a cure for recurring depressions is one with a sense of public responsibility. Inadequate credit, manipulated credit, privately-exploited credit, is seen as a dominant cause of the present world depression. The only factor in the present situation unlike the panic periods is the stringency of credit. Carl Snyder, economist of the Federal Reserve Bank of New York, recently analyzed the situation:*

"There are in modern industry and technique inherent forces which make for a nearly uniform rate of growth, generation after generation. There is no evidence, so far as careful research has disclosed, that this has materially differed, save in the one spectacular instance of the World War, through more than a hundred years. The idea of an unusual rise in total production, preceding the crisis, was, so far as I can find, fiction. Periods of unusual activity and optimism invariably give rise to waves of speculation, which, in turn, if they do not actually involve the absorption of credit, invariably give rise to high interest rates which are prohibitive to profitable merchant borrowing. So we have never had a period of high prosperity which did not involve a check to credit expansion a little later."

Lionel D. Edie, economist of the American Capital Corporation, has taken a position in agreement with Mr. SnyEfforts to soft-pedal failure of banking system to meet national and international emergency futile. Growing tide of criticism leveled against restricted methods of money-lenders. Both recovery and prevention depend upon credit touched with public service.

der. Mr. Edie blames bankers for permitting wide fluctuations in credit.

Ford Supplies Credit

When Henry Ford began building his great industrial empire in Europe, by locating branch factories in virtually every country, he first set up in Luxembourg a credit corporation to furnish liquid capital for the various branches of the Ford industry. This is merely a central agency with an elastic system of lending, capable of meeting the varying needs of the respective plants. It is not unlike the War Finance Corporation set up by the U. S. Government during the war.

"The War Finance Corporation differed from its predecessors not only in organization but also in the work for which it was designed. It was created to furnish a type of credit which neither the Federal Reserve Banks nor the Federal Land Banks were able to provide. The Federal Reserve Banks could extend credit by rediscounting short-term paper and government bonds and the Federal Land Banks could loan money for agricultural purposes on long-time credit secured by farm mortgages. Neither agency, however, could furnish the longtime credit needed by industrial enterprises or the intermediate credit required by agricultural marketing associations and neither could loan money on industrial bonds. By furnishing this type of credit the War Finance Corporation filled a distinct gap in our financial system and

temporarily strengthened it at its weakest point * * *

* * * "During the first six months of operation, which covered approximately the period from organization until the armistice, the corporation received 99 applications, totaling \$175,000,000, for advances to public utility companies. Ten of these were applications for loans through banks or trust companies as provided for under section seven of the act and 89 were for direct loans permitted under section nine. Of the 10 applications six were granted while of the 89 only 10 were approved. These six loans totaled approximately \$2,000,000 and the 10 loans \$40,000,000. The amount of these loans represents, however, only a small fraction of the credit relief actually provided, for the board found by experience that the mere assurance that credit was available often proved sufficient help to enable a company to secure credit elsewhere." *

Two industrial engineers, Edwin R. Douglas and Harry Barker, have just published a monograph "A Remedy for Unemployment and Industrial Depression". Their solution is the setting up of a central non-profit credit corporation, with a gigantic capital of \$7,000,000,000 to \$14,000,000,000, which will place money at the service of any link in the industrial chain as it is needed.

Non-Profit Corporations

This proposal is of enough importance to scan in detail:

"It is proposed that there be formed, within and from the ranks of industry, commerce, and finance, a corporation which at the start will have two main functions.

"First: It is to place orders and supply credit for the manufacture of those goods needed to satisfy the normal demands of that part of the population which is now affected by unemployment—their normal demands as if they were fully employed, earning, and spending.

"Second: It is to see that these goods,

^{*}At Institute of Finance, Occidental College, Los Angeles, March 21.



SOARING SKYLINE OF NEW YORK-BY DAY

^{*&}quot;Government Owned Corporations," by Harold Archer Van Dorn.

when produced are promptly distributed for sale through the regular channels of trade

"From the outset, the corporation should earn its own reasonable operating expenses, but it is not to be organized for profit either to itself, or, at the start, to others. Its first purpose is to finance the employment of persons at present out of work, enabling them to stay at work until they feel secure to spend. This financing will fully cover materials, labor, and those variable elements of expense which increase with productivity and decrease with idleness. The fixed elements, which do not so increase and decrease, but which would go on and would have to be borne by the manufacturer if his plant were idle, will be included at the outset only incidentally and in small part, to ensure that the variable elements are, without question, fully covered.

"Since the purpose of the corporation is to place idle men at work, and (if that were possible) to do it immediately, its organization and operations must be turned to placing specific orders for the manufacturing of saleable goods with the

least possible delay.

"The Credit Corporation will guarantee banks against losses through credit extended to manufacturers for orders placed by the corporation. The corporation will be enabled to do this through the creation of a guarantee subscribed by the individual units of industry, commerce and finance of the country, approximately in proportion to the size of their capital structures.

"The administration of the corporation will rest in a board of directors representing both the stockholders and the public or the government and be carried on by an administrative and clerical staff.

"Preliminary investigation based on such information as is available indicates that a turnover period of two or four months must be provided for, and that to put back at work one-half of those now unemployed and finance their wages and the materials required during that period, a credit of \$700,000,000 to \$1,400,000,000 must be established.

"This is in the aggregate a large sum, but in terms of the total capitalization of the industries, banks and railways of the country it is but 7-10 to 1 4-10 per cent. Assuming participation of but onehalf the industries of the country, the average share for each would be only 2 8-10 to 5 6-10 per cent, or an average of \$7,000 to \$14,000 each. These are not large liabilities. The industries and banks of the country would not be endangered or burdened by underwriting them."

Affects Electrical Workers

The inadequacy of the present credit system is vividly shown in its relation to the construction industry. In short, it affects the pivotal industry, and through it, every other industry. It affects immediately the economic life of one million building trades workers.

The Journal recently quoted "Business Week" to show that interest rates on mortgages had fallen not at all during the present depression. The rates on second mortgages are excessive. This is not the view of agitators. In a recent number of "Index," organ of the New York Trust Company, this discussion

appeared:

"For instance, during 1929, when money rates were mounting rapidly because of speculative demands, it was not only necessary to pay a minimum of 6 per cent, the legal rate on loans secured by mortgage in many States, but in addition, numerous service charges or bonuses that often varied between 6 per cent and 15 per cent, were demanded. Actually, the rate of interest on prime mortgages for periods of three to seven years, varied between 7 per cent and 11 per cent a year.

"In addition, second mortgages, necessary to so many people of moderate means in building a home, are almost impossible to obtain, because of exorbitant surcharges based on the greater risks involved. Speaking of this situation in a recent radio address, Assistant Secretary of Commerce Klein said 'Out in the obscure borderland of our second mortgage home-financing we find a malevolent wilderness of dubious commissions, fees, bonuses, and other excess charges, often accompanied by sharp practices, resulting in virtual extort on, all of which goes on daily in our midst.'

"At the present time, despite the sharp drop within the past year in commercial interest rates, there has not developed any noticeable ease in the money market for mortgage loans for residential building. To some extent surcharges on first mortgages have been pared down and the normal rate of interest varies in different localities between 5 per cent and 6 per cent. However, the plethora of funds awaiting employment has scarcely affected the charges for second mortgage money. There are instances of recent date in which persons have been charged as much as 21 per cent as service fees for this kind of loan."

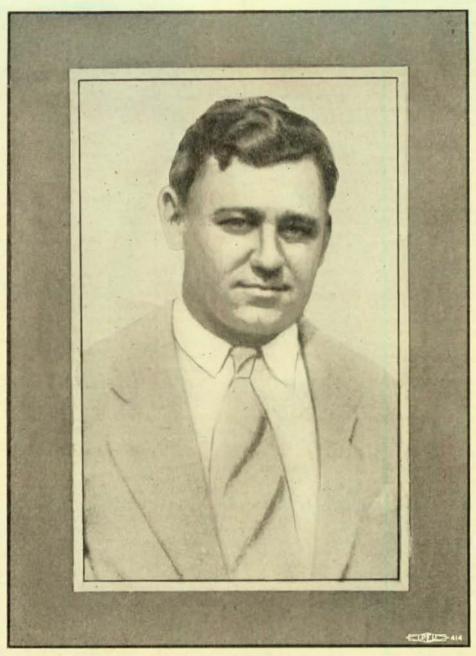
But the sickness of the credit system is more fundamental than this. It goes deeper. It hinges upon a social philosophy—the social philosophy of bankers and business men, namely, that agencies essential to the life of all may be safely placed in the abject control of a few profit-seeking individuals.

New Rays Emitted By Electrified Alum

New invisible rays which are neither X-rays nor rays of ultra-violet radiation but which resemble both of these have been investigated by Dr. Isay A. Balinkin, of the University of Cincinnati, who describes in the British scientific periodical, the Philosophical Magazine, a new generator for these almost unknown rays. This generator consists of a small pellet of powdered alum, compressed into nearly solid form like a medicinal tablet. To this pellet Dr. Balinkin applies a large electric voltage. When an ordinary photographic film is placed close to such an electrified pellet an impression is produced on the film, like the effect of light rays or of X-rays. A very thin sheet of celluloid or similar material, like some of the transparent paper-like materials now used to wrap candies or tobacco, is enough to stop these new rays although X-rays would go through such materials as though they were not there. From this characteristic of easy absorption and from other characteristics. Dr. Balinkin deduces that the alum rays belong to the ordinary "ether wave" series together with light, ultraviolet rays and X-rays, and that they are intermediate in wavelength between ultraviolet rays and X-rays. Just as X-rays themselves were long unknown, so almost nothing is known about the new intermediate rays except the fact of their existence. Now that Dr. Balinkin's pellets of compressed alum are available as generators the properties and perhaps the utilities of these rays may be expected to be investigated more actively.



BY NIGHT



A. WILSON

Vice President
International Brotherhood of Electrical Workers

Born, Philadelphia, Pa., May, 1903

Died, Miami, Fla., April, 1931

Young's Labor Record Dims 1932 Hopes

ABOR," National Weekly, has just closed a series of articles on labor conditions at General Electric plants. Though these articles—authored by Budd L. McKillips—had purely a sociological intent, they at once propelled "Labor" into the fiery arena of national democratic politics. Certain papers seized upon them as proof of labor's opposition to Mr. Owen D. Young's candidacy for the coveted place as Democratic nominee. This JOURNAL has the word of the editors of "Labor" that no political motive animated the notable series of articles. They were written at the instance of a series of impatient demands, made by local General Electric workmen-quite independent of each other—at Fort Wayne, Schenectady, Pittsfield and Lynn. So much sullen rebellion has been engendered by the unexposed methods of General Electric management that "Labor" was bom-barded with requests for aid. Mr. Mc-Killips was sent to the various cities where General Electric plants were located, and spent several weeks interviewing General Electric employees. The results of his investigation are embodied in the series, just now closing.

Mr. McKillips' articles touch upon every aspect of General Electric's labor

policy.

Article I (April 7)—Soft-voiced management policies of the General Electric. Article II (April 14)—The system of

concealed wage-cuts.

Article III (April 21)—The killing

speed-up system.

Article IV (April 28)—The "foulness" of the much advertised company union.

Article V (May 5)—The high cost to the employees of the welfare schemes.

Pays Twice

Of the methods of General Electric management, Mr. McKillips says:

"And out of the hundreds with whom I talked there was not one word of praise for or defense of the General Electric's labor policies as a whole. Here and there were isolated instances of a man or woman saying that some certain phase of the company's welfare programs 'seems to be all right' * * *

"When a man slows up in his production, or the powers that be decide to get rid of him for any reason, what difference does it make to him if he is 'transferred' until he finds himself outside the gate like they do here, or if he is told 'get out of the shop you blankety blank' like the old-time boss used to do? He's fired just the same, isn't he?

"That story, phrased in less vivid language, was told to me over and over again by other employees at Schenectady, Lynn and Fort Wayne.

"And the company's records will probably show that comparatively few employees have been discharged outright. Most of them 'left the service of their own accord'—after they had been 'transferred' to some job for which they were unsuited or where they were unable to make wages under the piece-rate system which in some form or other prevails in practically all departments." * *

"The company's share of such expense is figured in the cost of production and the

"Labor," National Weekly, exposes speed-up, concealed wage-cuts, and specious welfare plans at General Electric plants. Political enemies use innocent articles as propaganda against Young's candidacy.

entire amount is taken out of the worker.

"The man in the shop pays the half he is supposed to pay out of his pay envelope. Then he pays the company's share by being speeded up or having his wage rate cut to keep the cost of production down."

Mr. McKillips says he found evidence that wage cuts are put into effect gradually. Jobs that paid as high as \$41 a week in 1920 pay only \$19 now. In 1920, the unions, though broken, still exerted influence on wage policies. Piece work wages prevail.

"I was told, however, that there are girls at Lynn who are paid a flat rate of \$12 a

week. There is also said to be a 32-cent hourly rate there for day labor men, and it was claimed that 'hardly any basic wage is more than 50 cents an hour' * * *

"The Schenectady plant has a top rate of 78 cents an hour for day work machinists. The average wage of union machinists throughout the United States and Canada is between 90 and 92 cents an hour. * * *

"A store proprietor near one of the factories, however, told me he has cashed hundreds of piece-workers' pay checks for \$10, \$11 and \$12—one as low as \$1.90."

Getting Pretty Fine

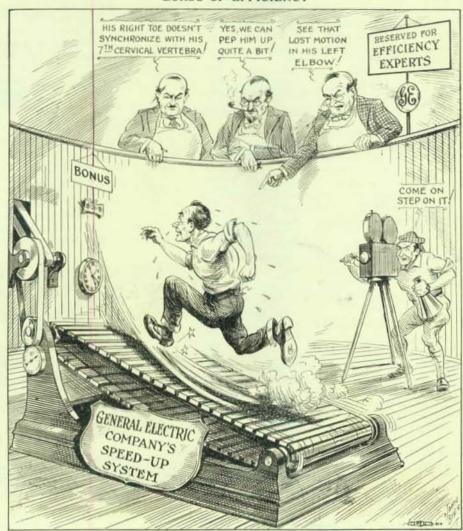
It is the speed-up system of the General Electric plants that has had the least publicity:

"General Electric's speed-up plans have various names—Group Incentive Bonus, Bedaux System, Micromotion, etc. And, interlocking with all of them is the perpetual threat to throw the men out of jobs by shifting work to its other plants 'where it can be done cheaper' * * *

"The Group Incentive Bonus plan is a scheme to induce each man to not only keep himself speeded up, but to speed up his fellow workers on the same job.

(Continued on page 277)

LORDS OF EFFICIENCY



Courtesy of Baer and "Labor"

Why Soap-Boxers Have a Right to Kick

E do not know how business is with soap-boxers these days. Without patronizing them, it is appropriate to record that they have a right to register protest against the circulation of "Business Adrift" by Wal-lace Brett Donham, Dean, Graduate School of Business Administration, Harvard University (Whittlesey House, McGraw Hill Book Company, Inc., \$2.50). For Dean Donham's book is intended to instruct business men, to cure the present ills of the business system, to make capitalism work, and to abolish the job of soap-boxer by making agitation unnecessary. It is an outspoken book-a book that could not have been received favorably in 1929, at the height of pseudo-prosperity, which in 1931 cannot be ignored. It undoubtedly records a wholly different approach to business problems by a business man, for Dean Donham is an active business man, in addition to being an educator. He is director in several influential corporations.

It must not be supposed that Dean Donham himself has any of the earmarks of a soap-boxer. He has not. If anything, his book rises to a high-brow level hitherto unreached by business literature. But his intent is radical, his tone is deeply earnest, and he calls spades, spades, ignorance, ignorance, stupidity, stupidity. He does not coddle, vindicate, extenuate, or mollify. Such a book is refreshing.

Some years ago H. G. Wells wrote an article called "The Discovery of the Future." The point of his discussion was this: it is wiser for men to create plans in reference to what is going to happen tomorrow, than to formulate plans on a basis of what happened last week. Dean Donham has discovered the future in reference to American business. He wants business to have a carefully formulated plan—a philosophic plan. He wants business to develop home markets first, intensively and therewith to solve first of all the problem of insecurity and growing unemployment. He recognizes the importance of high real wages, and great purchasing power.

Real Wages Should Be High

"We have learned that high real wages widely paid in a market of 125,-000,000 people contribute largely to good business by developing purchasing power."

"Business men have learned in the short period of ten years that high real wages are not only plain human justice in a country which is securing constantly improved control over nature, but also a condition of good business."

The book discusses what constitutes foresight; the relation of business to civilization stressing that business men have a responsibility to guide it toward humanistic goals; and the value of plan. It is packed with terse, epigrammatic

Business man - educator lectures business class in failure to provide plan. Chaos of industry held up as menace to entire capitalistic system. Harvard head writes book destined to have wide influence.

statements that should shock every thoughtful man to new thought.

"Science continues to change our environment without changing human nature." * * *

"The danger of our situation lies not in radical propaganda, but in lack of effective business leadership. Great problems, upon the decision of which the whole history of the future may turn, are receiving no adequate attention." * *

"We are drifting with the tide, having no conception where it is leading us. Business is as much at fault as politics."

"I believe we can secure competent general business planning without losing liberty and personal initiative." * * *

"We have reduced the hours of labor materially for men and women in industry within the last two generations, but for many millions in our large cities we have used up something like the same amount of time because they must spend it in crowded trains, trams, or subways."

"We have provided home conveniences, mostly for women, which should add largely to leisure, for example—package foods, bakeries, electrical appliances, ready made clothes, central heat, hot and cold water. At the same time, however, we have taken into industry millions of women who must still do housework after hours, and in the development of our total situation

we have put home servants out of the reach of most women. Of effective leisure, there is still very little for men or women." * * *

And note this:

"Unemployment is not solved. Old age is not protected. Invalidism brings acute suffering to both invalid and dependents," * *

"The answer to unemployment should be sought in work rather than in insurance, and business leadership should recognize this fact. It should also realize that unemployment is as much a general social problem as it is a business problem and that solutions to be satisfactory must be worked out by business and politics in combination, each doing the part for which it is best adapted." * *

Other Problems

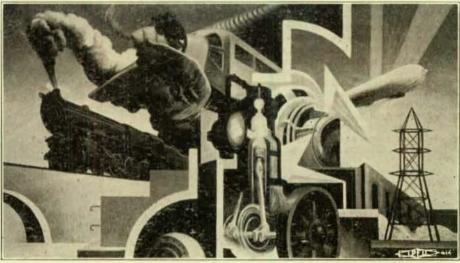
He relates the farm problem to industry:

"We must face the fact that the amount we produce on our farms should be related in quantity to domestic demands rather than to a world market. In 1928 we exported 10 per cent of our agricultural products as against 22 per cent in 1921." * *

"Mechanization of the farm, while desirable, is no answer to the farmer's problem, for the effect of mechanization is to reduce the human labor required on the better farms and to intensify the problem of marginal producers. It will accelerate the drift into industry and commerce."

"The known time elements involved in bringing ideas for the creation of new things wanted by many millions—ideas, for example, worked out in laboratories—into the stage first, of production; second, of reasonable perfection; third of aroused public interest; and fourth, to the point where they can be supplied at a price range which makes them widely acceptable, make it possi-

(Continued on page 276)



"POWER" Courtesy New School of Social Research From a Mural by Thomas Hart Benton

Big Dam Brings Only Chagrin to Workers

AY LYMAN WILBUR, Secretary of the Interior, a Californian, saw the Boulder Dam, America's greatest construction project, as a cold business proposition. All the agitation to make government projects meet social needs, provide work and pay good wages, apparently influenced Secretary Wilbur's policies not at all. As a result, a deplorable employment condition reigns at Las Vegas, and the big dam, which has been the hope of thousands of workers for years, has become an aggravating, not an alleviating factor in the depression.

The International Office of the International Brotherhood of Electrical Workers has recently made a first-hand

investigation of conditions near Boulder Dam.

 Very few men in excess of the present working force maintained by the Six Companies, Inc., successful non-union bidder, have been, or are to be taken on.

2. The spirit of the prevailing rate of wage law is being violated.

Superintendent of construction admits he has no wage scale.

 Linemen are being paid \$2 a day less than the prevailing wage.

Excessive board bills are being charged workers by a company having concessions.

Every advantage is being taken of surplus workers created by the depression.

 Police of Las Vegas are "deporting" workers. Others are sleeping in pool halls on sufferance.

8. Francis T. Crowe, superintendent of construction, is a former employee of the Department of Interior. His firm has been notably successful in securing government contracts.

 The U. S. Department of Labor is heroically but vainly coping with these conditions.

10. Dam is being used as a "job" pork barrel.

Details of Report Given

The following is a report of our special investigator:

"That there are registered applicants for employment numbering 2,600, of whom 50 are electrical workers-15 of whom have military preference and 35 without military preference. The employment office received and answered from February 20 to March 20, 1931, 3,451 letters of inquiries and requests for work. This is an increase in mail applications over that received in previous months. From November 20, 1930, to March 22, 1931, 204 persons were given employment by the Las Vegas office divided as follows: 179 males and 25 females, of which total number 121 were unskilled and were put to work at various callings from washing dishes to digPolicy of Department of Interior of refusing to see Boulder Dam as an employment opportunity, brings chaos. Few men work—at low wages. Deplorable conditions revealed.

ging gardens; 83 were placed on work in connection with the Boulder Dam, mostly rough carpenters and common laborers. Personal interviews with these carpenters and laborers revealed that the



RAY LYMAN WILBUR Secretary of Interior "Cold Business Proposition"

so-called rough carpenters are paid 65 cents per hour and the laborers are paid \$3.50 per day. All of this data is corroborated by Mr. Leonard Blood, the superintendent in charge of the Las Vegas Labor Bureau.

"On Saturday, March 28, Mr. Blood went out of his way to secure an audience for me with Mr. Frank E. Crowe, general superintendent of construction for the Six Companies, Inc., and Mr. Hank Lawler, general manager for the Six Companies, Inc. Mr. Crowe, who is generally referred to as "Hurry Up Crowe," apparently feels the importance of his position and gave me just one minute in which to state my case. However, before we finished we used up more than 15 minutes, during which time he specifically declined to arrange for an interview between a committee repre-

senting organized labor and himself, on the grounds that the company had nothing to discuss and that so far as giving any employment to our people there was no possible hope as the intention of the Six Companies, Inc., is to employ crews that they have had in their service on previous governmental projects, and other work, and that these men were well able to take care of all the work on the construction of the dam with the possible exception of emergencies; at which time, he said, he would employ his additional help through the employment office operating in Las Vegas under the supervision of the Department of Labor. Mr. Lawler also stated that he could not see where

we could accomplish anything by further conferences, reiterating Mr. Crowe's statement that they had to take care of their own former employees and in addition that they had to satisfy Senators, Congressmen and others who were making demands on them to place their friends and constituents on the job.

Ship Men Out of State

"The activities of the preliminary construction started in Las Vegas has provided employment to some 400 people, mostly unskilled workers. However, my latest interview with the chief of police of Las Vegas revealed that the police department is shipping out of town to the state line, a distance of some 30 miles, motor trucks and otherwise, from 100 to 200 unemployed each week; that the pool halls and gambling places are permitting the unemployed to lounge around in their places at night to keep The highout of the weather. ways going into Las Vegas are fairly well covered with idle men going to and returning from Las Vegas in the hope of picking up something to do.

"The Southern Sierras Power Company has the contract for furnishing power for the construction purposes. A transmission line 235 miles in length is now under construction from Victorville, Calif., to the dam site. This company is also building a sub-station near the dam site. Both transmission line and sub-station are being constructed and will be operated and maintained by the Southern Sierras Power Company, a company that is eminently unfair to organized labor. They are paying their linemen 75 cents per hour, using as many helpers to one journeyman as they can crowd in, with the wage scale in all departments at least \$2.00 per day lower than the average prevailing scale for similar work in this part of the country. *

"While interviewing Mr. Crowe, in response to a question by me whether he (Continued on page 275)

New Light Thrown On Old Problems

By DR. WILLIAM HABER, Professor of Industrial Relations, Michigan State College

Can Business Prevent Unemployment?

AN business prevent unemployment?" has become an oft repeated question. The answer to this question depends on what kind of unemployment one has in mind. The causes of the present serious depression with its six to seven million jobless workers are largely beyond the power of individual business men to remove. Its extent is world-wide, its causes are intimately tied up with our planless system of production, with price fluctuations, with the supply of gold, with over expansion of various industries. remedies, if any are to be found, will have to come from a changed social policy, from governmental action which controls the rate of expansion of industry and stabilizes prices. Other causes, those which have to do with rapid changes in methods of production to which the term "technological unemployment" has recently been ap-plied, and with inefficient methods of connecting the worker and the job, will also have to secure governmental aid through a national system of public employment offices and through unemployment insurance.

But, there is one kind of unemployment which lends itself well for treatment by private industry. Seasonal unemployment exacts a great toll from business and workers. It has been estimated that on the average between 1890 and 1925, 10 per cent of the workers in the manufacturing industry were unemployed. Over 4½ to 6 per cent of this number is caused by seasonal fluctuations in production and employment.

Almost all industries are subjected to seasonal fluctuations. Workers in the building, clothing, coal and automobile industries lose regularly from eight to 12 weeks each year because of seasonal idleness. A curve of employment in the manufacturing industry would show March and September as the busiest months and January, July and December as the months of least activity. Automobile workers are busiest in March, April and May and generally idle in October, November and December. Building workers in New York City and Boston are employed on the average about 80 per cent of the year.

Causes of Seasonal Slumps

The causes of these costly lay-offs have only recently been investigated. Many industries are seasonal because of the supply of raw materials in those industries. Such, for example, are meat packing, the fish industry and the citrous fruit and canning industries. But for most industries seasonal unemployment is caused by fluctuations in the de-

Slowly science and a public conscience push back ignorance, and stupidity to a controlled industry, and more equitable laws.

mand of consumers. This fluctuation is caused either by climate or custom. The coal and ice business, and to a certain extent the automobile and building in-



WILLIAM HABER

dustry are greatly influenced by factors of climate. But the production of women's clothing, shoes, and to a great extent automobiles is seasonal because of custom or style.

Irregular Employment Costly

Such fluctuations are very expensive not only to the worker and consumer but also to the manufacturer. First, "overhead charges" which include the salaries of executives and salespeople, continue during dull seasons. Second, when workers are laid off during the dull season they frequently do not return when the factory reopens. The expense of hiring and training new employees is an important element in the cost of seasonal depression. Third, workers irregularly employed are not as efficient and are paid a higher hourly rate than if they had steady work.

Can Seasonal Slumps Be Reduced?

Only in recent years have management engineers seriously attacked the
(Continued on page 274)

Labor and the Sherman Act

One of the most important problems facing organized labor in the United States is its legal status. Whereas in England as a result of the various laws culminating in the Trades Disputes Acts of 1906 and 1913, there are no doubts as to the legality of labor unions or their methods, in the United States the situation is not clear. While the courts have seldom questioned the legality of labor unions, their decisions have placed many restrictions upon the methods which the unions employ to secure and maintain collective bargaining with employers. Strikes, boycotts and picketing have often been held illegal. At times even peaceful methods of persuasion in connection with labor disputes have been prohibited.

These decisions of the court have seriously handicapped the normal existance of trade unions. Recently the increasing use of the labor injunction has added greatly to the restrictions upon unions. Picketing has been restricted so as to destroy a greater part of its effectiveness. The boycott has been definitely banned since the famous Danbury Hatters' Case. Since the Coronado Case in 1923 labor unions can be sued for damages resulting from strikes and picketing. Finally, the "yellow-dog" contract has recently been developed to an extent where union organization and the conduct of strikes has become more difficult.

These restrictions arise from a series of causes. The attitude of American courts towards the labor movement and its methods is probably the most important. This attitude as it expresses itself in relation to the Sherman Anti-Trust Law of 1890 is traced in a thorough manner by Dr. Edward Berman in his book, "Labor and the Sherman Act" (Harper and Brothers, 1930, \$3.00).

Intent of Act Fair

Dr. Berman seeks first to discover what the intent of Congress was with respect to including labor unions under the Sherman Law of 1890. He shows that the first draft of the Sherman Act was withdrawn because various members of the Senate protested that it might be understood to include trade unions. There was evident support for the exemption of trade unions from the operation of the law. But, the absence of the provisions exempting labor unions from the law as finally passed does not prove that the Senate intended the bill to reach such organizations. The Senators who were in favor of exempting labor from the original proposal, were not opposed to the bill as passed.

(Continued on page 275)

Shifty Construction Figures Cast Gloom

HOPEFUL persons watching building figures for March, let forth a whoop of joy. But April! That was another month again.

March figures showed total building projected in excess of usual seasonal climb.

But April fell far below March.

It now appears certain that the great basic industry, which figured so dramatically in the breaking of the 1921 panic, is destined to limp along for another season. The movement of the building industry is like that of an aeroplane which bumps along trying to take off, mounts for a moment, only to fall back in the mud again.

We republish herewith, with permission, the analysis of March building figures, made by Index Number Institute (Irving Fisher Service), New Haven, Conn.:

"With the turn of the year business was slightly cheered by noticeable improvements in the manufacturing industries, such The publicity as steel. over that development has until recently obscured the aiding hand of another industry-building. Now, with manufacturing operations quieting down to some degree. building has come forth as the chief element in the present period of business rehabilitation.

"According to the F. W. Dodge Corporation's report, building has experienced a seasonal rise of very good proportions. During March, building

contracts awarded in 37 eastern states called for an outlay of \$370,406,300, in comparison with \$235,405,100 for February. A glance at Chart 1 will show that the gain was larger than that for the same month last year, although the general level of building operations is considerably lower because of the severe drop in activity which came following June in 1930. As a matter of fact, the actual value of contracts awarded in March was higher than for any month since last June.

"A very important consideration has lately entered into estimates of building health. The price of building materials has declined heavily since last spring; thus, when we consider contracts according to the amount of money involved, we are naturally speaking of more floor space per dollar spent than we were last June. With this in mind, it is fair to say that the building upturn is even sharper than charts show which are based on the amount of dollars involved.

Hopes lifted by March building contracts dashed to earth again in April. Industry likened to bumps of aeroplane, which rises from ground only to return again.

Home Owners Move

"One of the pleasantest features of the current building upturn has been the strength shown by the residential branch. Residential building reached building higher already than it was in April and May last year, so that it seems fair to assume that the pace will be maintained until midsummer.

"The miscellaneous group of building, which includes construction for institutional, religious, social and recreational purposes, has already risen to a level higher than at any time during 1929 and 1930. This field is highly uncertain and may easily take a drop in the near future; nevertheless, it is useful in swelling the volume of building activity and the employment arising from it.

"Building is now furnishing one of the chief stimuli for business, and, al-

though comparative figures with 1930 are unfavorable when totals are concerned, the rising trend is of great aid to the business situation at this time."

The "Annalist," financial weekly, explains about building contracts for April:

"It will be recalled that the daily average value of contracts awarded in February and March showed in each month a rise considerably greater than the normal seasonal advance. The first half of April reversed this trend, the daily average of \$12,951,553 representing from that two weeks' period a decline from the March daily value of 9 per cent, in place of a normal seasonal gain of 10.7 per cent. The figures, it is true, cover only half of April, but as that period presents us with a

period presents us with a downward movement nearly 20 per cent below the expected seasonal level, it seems improbable that the second half of the month will overbalance this deficiency. The net point of these figures is that building contracts join steel production in a recession from the spring top; and that the decline in building contracts is strongly counter to the most seasonal movement. It seems most reasonable to infer, therefore, that general business activity is not to receive any important stimulation at present from building and construction."



Courtesy of Index Number Institute

its low point during January, when contracts awarded totaled \$54,380,000. In two months' time this figure has almost doubled, March's contracts amounting to \$104,340,000. The severe drop in residential construction during 1929 was not repeated during 1930, and the strong upturn of the past two months gives rise to the possibility that this class of building may be at the beginning of a long-term upward movement. Certainly, the trend thus far gives evidence of further improvement, rather than further decline.

"President Hoover's emergency building campaign of last year brought the public works and utilities building figures to new heights (Chart 3), and the continued tendency to encourage this class of construction seems likely to bring record levels again this year. The first large upturn in this branch came during March, when contracts awarded rose to \$151,720,000, as compared with \$78,640,000 during February. The March figure brings the level of public works

My share of the work of the world may be limited, but the fact that it is work makes it precious. Darwin could work only half an hour at a time; yet in many diligent half-hours he laid anew the foundations of philosophy.

Green, the historian, tells us that the world is moved not only by the mighty shoves of the heroes, but also by the aggregate of the tiny pushes of each honest worker.—Helen Keller.

Protection of House Quality Still to Be Won

ISEASED meat, glucose as a substitute for sugar, milk from tubercular cows, artificially colored butter, tainted vegetables from cans, bread made poisonous with alum-these menaces to health and life are no longer tolerated. There was a time when these were permitted with unwise tolerance. It was only at the beginning of the century that the campaign against adulterated foods was carried forward at such pitch that laws stringent enough for protection became a fact. Now the oncoming generation would no more think of accepting the food standard of 30 years ago, than it would of doing without aeroplanes, talkies and radio.



UNADULTERATED

A second fundamental human needclothing-has been wrested from debasement. From time immemorial the manufacture of clothing had been associated either with low and dirty conditions of work, or with cheap and de-based fabrics. In the early 19th century Charles Kingsley, English novelist, took a prominent part in a reform movement. His pamphlet, "Cheap Clothes and Nasty," is a classic in polemic writ-ing. The word "shoddy" has come into general use from the specialized clothing field. In short, the history of textiles, on the consumers' side, is the history of a struggle to deliver to consumers a clean, serviceable product. It should be remembered that labor unions have played a dominant role in insuring a fair product for consumers in the clothing field. Today there is little shoddy on the market. Adulterated fabrics-like adulterated food-are a thing of the past.

Trinity of Values

Food, clothing, shelter—these three form the fundamentals of life. One fundamental — building — has not yet won to a plane of absolute fair value. Theoretically speaking, building has made advances along side of food and clothing.

Some of the factors which have tended to build up standards in building are:

 The testing of materials by the U. S. government at the Bureau of Standards. Long ago the American nation declared thumbs down on food adulteration, but quality cuts, under guise of low price bids, still permit cheap construction to get by.

2. The setting up of standards through the creation of local building codes.

 The maintenance of skill through apprentice training, and refusal to surrender craft standards, by labor unions.

Theoretically construction is on a par in intrinsic merit with food and clothing, but actually this is not completely true. Some of the factors that debase standards of construction:

1. Log-rolling by competitive manufacturers of building materials to get their product endorsed and included in building codes.



UNDEBASED

 The tendency of sending school boys with schoolboy training, who lack proper knowledge and experience, on to jobs. Result: Inferior work.

3. Unethical practices of general contractors in beating down costs by shopping round among sub-contractors. This gives the general contractor a greater profit, but inevitably tends to sly substitution of materials and elimination of important sections of the work by the sub-contractors.

4. The self-deceptive psychology of house owners.

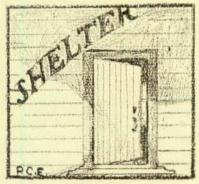
5. The low-bid evil. '

The last two deserve amplification. A shopper for furniture will not be deceived into thinking that one chair is as good as another. He refuses to take the position that a chair is a chair. A furniture dealer who offers an upholstered chair for \$15 cannot make the shopper believe that it is as good as a \$65 chair. Yet this same shopper, if he is shopping for a house often deceives himself into thinking that a house is a house, or that electrical fixtures are electrical fixtures. whereas a house may be only four walls and a roof, and electrical fixtures may be a net-work of fire-hazards. The point is this: Until the house owner gets

through deceiving himself to that end that he believes that one house is as good as another, or that one workman is as good as another, there is no real chance to elevate building standards. The prevailing psychology of the customer is a mental hazard over which house quality cannot leap. School boys wiring homes with "just as good" materials bought at chain stores, or mail order houses, are hardly contributors to high quality building standards. They use sub-standard material and are not competent mechanics. Yet there are those who will have householders believe they are, and there are householders who will allow themselves to be duped into thinking so, when they would not think of buying adulterated food, or debased fabrics.

Low Bid Hazard

Finally, there is the low bid hazard. Laws requiring municipalities, state and federal governments to accept low bids, and the general practices of private concerns in accepting them, arose out of laudable motives. They were meant to protect tax-payers and owners from graft, bribery and unethical practices. Specifications were supposed to protect the taxpayers from inferior standards. That they do in certain directions cannot be doubted. However, these reser-



UNPROTECTED

vations in regard to specifications should be made:

1. Specifications do not set up standards of workmanship.

 They do not guard the public from being a party to anti-social, wage-cutting policies, which cheapen workmanship.

3. Specifications may permit substitution.

4. Specifications may be "general" enough to permit lopping off of details, in such degree and manner as greatly to lower quality of the job. When the owner comes to make up for this deficiency he will find remodeling will cost twice as much as the original work. In a western city, a city job was done by a "general contractor" through a subcontractor, at a cost to himself, \$30,000 below his own bid, and the city later

(Continued on page 280)

Electrical Heads Discuss Problems

HE first annual meeting of the Electrical Guild of North America was held in April in Washington, D. C. The Electrical Guild of North America was founded a year ago with 61 founder members. These include the leading electrical employers throughout the United States. They formerly composed the union section of the Electragists' International, and undertook to found their own organization that they might work out unhampered their own problems. During the last year they have organized 12 local sections. Louis K. Comstock is president of the Guild; John W. Hooley and Chester H. Chapline are vice presidents; Allan Coggeshall is secretary, and

Adolph C. Brueckmann is treasurer. J. A. Kelley is research director.

The annual meeting served to stress anew the cooperative industrial relations of this organization. One of the speakers on their program was H. H. Broach, president, International Brotherhood of Electrical Workers. Mr. Broach said:

"Our ambition centers on progress for this industry. It must come first. We are determined that every condition interfering with its progress shall be eliminated-so far as we are able. We fully realize that we must say what we mean-and mean what we say. We must enjoy industrial credit - good will, confidence and good standing. We know we must be dependable, responsible, practical and faithful.

"We conceive our job to be to create an intelligent, responsible, vigorous, businesslike organization-so that we may work effectively with you in every legitimate way to remove all obstructions from the path of progress in our industry. We propose-whole heartedly-to work with you toward every proper, worthwhile improvement."

President Broach

Re-definitions of attitudes and policies mark first annual meeting of the Electrical Guild of North America. Indication of erection on firm foundations of a permanent union employers' organization.

for his plain speaking in regard to the respective problems of the two organizations and for his insistence that both organizations be allowed to work out their own problems without interference from outside sources. He warned the audience that the problem of economic stabilization was the biggest problem before any group and before the nation. Unless men can be employed, all pension and insurance schemes will in time become futile, he said.

Chairman Comstock presented a wellrounded program of work for his organization. He said:

"The philosophy underlying this industrial association of ours, growing out of the facts of experience, is not a philosophy of futility, but of utility. A sound philosophy is a more important

element in our progress than a method or set of facts, but the business man, taking pride in things common sense and practical, is not a philosopher. All contractors like to call themselves practical. Their vanity is tickled when others call them practical. But this quality of practicality has several aspects. That man is called practical who takes \$5.00 today instead of \$10.00 day after tomorrow; that man is called practical whose decisions are based on the facts as he sees them today without thought of how they may look tomorrow. None may deny that the men who plan the policies of the A. T. and T. are practical -but they plan on a 50-year program.

"What then shall be our policy? Whatever it is, it must be a large and allembracing one. We cannot have a wide economic program, if it is to be defeated by a narrow, individualistic policy on of our the part members. It does the Guild no good to lay down fundamentally sound policies, viewed from the industry standpoint, if individually, or sectionally, those policies are flouted or ignored for local, or individual, advantage; or if by our unauthor-(Continued on page 278)



LOUIS K. COMSTOCK
President Electrical Guild of North America

Depression Cost of Gigantic Proportions

FROM several reliable sources, the ELECTRICAL WORKERS' JOURNAL has received data throwing light upon the cost to the United States of the present business depression. Consumers' Research, Inc. (an organization of consumers), one of the hopeful signs of a better day in business, publishes figures compiled by Alfred Baxter, showing that the national income was cut in 1930 from 15 to 20 per cent over 1928 and 1929.

Realized National Income

B	ncome (1928) illions of ollars	percent- age of total national income	Estimated percentage of decline from a year ago (as of Jan. 1, (1931)
Wage earners_	32	38	20
Salaried classes	18	21	10 or more
Pensions, etc	1	1	0
Farmers	9	11	25
Business men_	24	29	25
	84	100	20

That this tremendous loss did not come out of the pockets of investors, industrialists and bankers is indicated by compilations of Ernest and Ernest, accountants, Cleveland, Ohio. This firm estimates that 407 representative corporations (see New York Times, April 18) showed an average profit of 6½ per cent in 1930, as compared with only 1.39 per cent made in the panic year of 1921. The statement of Ernest and Ernest:

"The analysis covered 407 representative corporations in 20 widely diversified branches of industry. It showed that their 1930 average profits on capital investment were 6.49 per cent as compared with 1.39 per cent in the depression year of 1921. On approximately the same basis of comparison these corporations had profits of 11.35 per cent in the bonanza year of 1929."

Figures compiled by John P. Frey, secretary-treasurer, Metal Trades Department, American Federation of Labor, show that banks fared as well as corporations:

"The profits of the national and state banks in the Federal Reserve system increased from \$334,000,000 in 1919 to \$556,000,000 in 1929. During this period the amount of dividends which they paid increased from \$191,000,000 to \$408,000,000. Their surplus increased from \$1,630,000,000 in 1923 to \$2,822,000,000 in 1930, while their undivided profits during the same period increased from \$745,000,000 to \$1,105,000,000."

In the face of these losses in income of the underlying population, and in view of these profits, an orgy of wage slashing has been inaugurated. The U. S. Department of Labor is authority for the following record of wage cuts: Bill for mismanagement reaching into billions. Dividends least affected. Banks and corporations take few losses in 1930. Wage loss terrific.

1929	Decreases By Plants
September	11
October	
November	9
December	
1930	
January	26
February	25
March	31
April	57
May	67
June	63
Average first 6 months	45
July	117
August	
September	87
October	118
November	119
December	57
Average second 6 months	105
1931	
January	335
February	228

Employers led by bankers have literally gone mad since the first of the year, in an effort to drive wages downward.

NEW RADIO TROUBLES TRACED TO TOO FEW SUNSPOTS

Fading and "mushing" of radio programs from nearby stations, especially frequent this winter and blamed by many listeners on something wrong with their receivers or with the broadcasters, really is due to too few sunspots and too little of the magnetic and electric disturbance ordinarily received from the sun. So Mr. O. H. Caldwell, former United States Radio Commissioner and Editor of the New York City magazine, "Radio Retailing," will say editorially in the forthcoming issue of that publication.

From all parts of the country, Mr. Caldwell says, radio men report that local programs received after nightfall frequently fade out altogether or become unintelligible for a few moments. The trouble is that the so-called Heaviside Layer of electrified air atoms 100 miles or so above the earth's surface is acting as a too perfect radio mirror. Ordinarily this layer is bent and twisted a good deal by the electric and magnetic impulses from the sun so that it reflects radio waves distortedly, like a face reflected in a crinkly mirror. Even this bad reflection is important for distant radio reception but for local reception it ordinarily is negligible since the reflected waves are too broken to be audible.

In recent months, Mr. Caldwell states, there has been less magnetic disturbance than usual. The mirror-like surface of the Heaviside Layer has been relatively smooth, Accordingly, radio waves from nearby stations are reflected downward more perfectly than usual and may get mixed up

with the direct wave coming from the broadcasting station along the ground. This interference Mr. Caldwell blames for the recent epidemic of fading and "mushing."

NEW "STRATOSPHERE AIRPLANE" NEARS COMPLETION IN GERMANY

An airplane with body, wings, motor and propeller designed for very thin air and with an airtight cabin in which the pilot and passengers can live comfortably even at heights of 10 miles or more, is being built by the Junkers works in Germany in an effort to break the height record both for balloons and for airplanes and with the hope that the atmospheric levels called the stratosphere, seven to 20 miles above the ground, may be opened to high-speed and long-distance flying. The machine weighs about four and one-half tons, has a single motor and is equipped with air compressors of novel design both to provide the engine with necessary oxygen and to pump compressed air into the cabin so that the passengers can breathe. The gas masks and oxygen apparatus now used in high flying will be unnecessary, although these may be carried for emergency purposes in case the airtight cabin springs a leak.

The levers, shafts and wires necessary to control the airplane will be taken in and out of the cabin through airtight joints.

The first machine, now being completed at the factory near Dessau, is not designed for distant flying nor for especially high speeds, but will be used chiefly to accumulate practical experience in high flights near the home airport. If this machine succeeds others will be built for still higher flying levels and for longer flights, using experience obtained with the first one. Enthusiasts hope that the idea ultimately will permit flying at 15 or 20 miles above the ground and at speeds making possible a transatlantic trip in three or four hours.

ELECTRICIANS IN HEAVEN

Heavenly electricians, who put the stars in place and replace those that have burned out are reported by the Roanoke News.

This startling discovery was made in the American Theatre of that city where a starry dome is located in the roof, for audiences to gaze at and wonder how anyone could replace the electric lights.

Much too high to reach and a ladder would be very insecure and hard to put in place every time a bulb burned out.

But the electrical boys don't float on angel wings—yet. They do the business from little alcoves set around the walls, with a "mechanical hand."

The mechanical hand is a long pole with a wire running down it. At the business end is a hand, made of wire covered with rubber to prevent slipping.

The person operating it lifts the pole, puts the hand over a light bulb and pulls on the wire at his end of the pole. The hand tightens and the pole is twisted—and out comes

We live in a world which is full of misery and ignorance, and the plain duty of each and all of us is to make the little corner he can influence somewhat less miserable and somewhat less ignorant than it was before he entered it.—Thomas Huxley.

Chicago Installs First Four-wire Circuit

By LESTER and ANTON PERTLE, L. U. No. 134

HICAGO, Ill., has its first complete four-wire lighting circuit, fed from the same bank of transformers as the power, in the new Y. M. C. A., the Victor Lawson Memorial building now being erected at Chicago Avenue and Dearborn Street. Kelso-Burnett are the electrical contractors. This is an ideal building for the installation from the standpoint of electrical layout and because heretofore the Y. M. C. A. always operated their own generating systems in the Chicago territory. Under this new system only one meter will be installed for the combined light and power load.

Instead of separate banks of transformers for 220-volt, three-phase power and 220-110-volt, three-wire lighting, the secondaries of these transformers are Y or star connected, the mid point or neutral, grounded. The primaries have the standard 12,000-volt, star connections, the secondaries are stepped down to 208 volts between each of the three phases giving a resultant voltage of 120 volts from any phase to ground; 120 volts × 1.73 = 208 volts.

The conventional two-wire circuit uses two wires, a hot wire and a neutral; a three-wire circuit uses two hot wires and one neutral; thusly, a four-wire circuit has three hot wires and one neutral. This arrangement is made possible by making the three hot wires carriers of threephase current, so that when the load between two of the wires is the same as on any other two wires there is a balanced, star-connected, three-phase hookup. The neutral is connected to the center of the "star" in case of an unbalanced load. This makes an ordinary three-phase, four-wire hookup, giving us 208 volts between phases and 120 volts to the neutral. Therefore the motors have to be rewound, at present, for 200 volts operation while standard 115-volt lamps are employed.

Color Guides Used

As the neutral wire being grounded is mandatory to be colored white, the A, B and C phases must be of some other color than white; for instance, A is red, B green and C black. This same color scheme must be adhered to from the secondaries of the transformers through the risers and subfeeds, down to the branch circuit wires and to the last lighting outlet. As the panels for branch circuits have unfused neutrals, there will be three busses in each, all of them being properly marked or colored. On power, of course, the color scheme need not prevail as the three phases will all be in the same conduit as for ordinary power work.

While lighting and power may be tapped from the same set of risers, this is not advisable in the case of elevator motors, as the voltage variation must be kept with eight per cent for proper operation of variable-voltage, motor-

Detailed description of new layout by two practical men on the job. Saving indicated.

generator sets used for some systems.

Several problems arise in computing size of risers, feeders and branch mains for lighting and motors. In the city of Chicago's 1930 electrical code book a 20horsepower motor, for example, is rated at 51 amperes full load current, based on 85 per cent power factor and 90 per cent efficiency, or 2.56 amperes per horsepower at 220 volts a. c. 3. For a 200volt motor it will be necessary to base the full load current at 2.8 amperes per horsepower, or approximately 1.09 more than 51 amperes or 56 amperes. Whereas a 220-volt motor can be wired with No. 4 B. S. cable, it takes No. 3 for a 200-volt motor. Our present code book has no set of tables for wire and conduit sizes for 200 volts, so care must be taken to get correct current carrying capacities. If the motors are on the job, of course the name plates can be consulted.

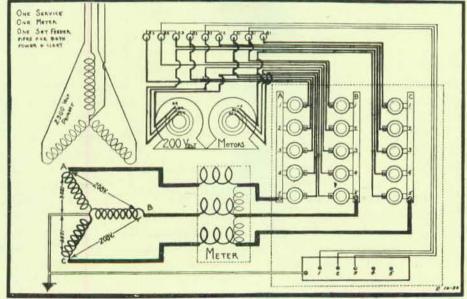
For lighting, an ordinary three-wire circuit of No. 14 B. S. has a carrying capacity of 3,300 watts, a four-wire circuit has 50 per cent greater capacity or 4,950 watts. The demand factor table of wattages cannot then be converted to four-wire mains by adding 50 per cent to these present amounts. As a three-wire circuit saves 25 per cent copper over a two-wire circuit, a four-wire circuit saves 33½ per cent over a two-wire circuit, or 8½ per cent over a three-wire circuit.

An added advantage from an operating standpoint is a saving by the lighting companies where several of such installations exist, providing not too far distant apart, is the practicability of having the secondaries in one building feed other adjacent loads by cutting out the transformers in other buildings with remote control switches and thereby saving the core and transformer losses during small night loads. This switching should be done on an underground network of both high and low tension feeders, connecting these particular buildings.

Twin Atoms As Clue to Artificial Life

That the chemistry of life may depend on a mysterious power of living matter to select the special kinds of atoms called isotopes and that this is the real reason why chemists always have failed to create life artificially, was suggested recently to the French Academy of Sciences, in Paris, by the Russian biochemist, M. W. Vernadsky.

Many elements, like the element potassium known to be important in the structure of living matter, are known to exist, M. Vernadsky recalled, in two or more atomic forms, precisely alike in chemical properties but differing in the structures of the centers of their atoms as well as in the weights of these tiny ultimate particles. These are called isotopes. No chemical method will separate them but by delicate experiments involving enormous magnetic forces, Dr. F. W. Aston, of Cambridge University, England, has been able to identify a number of these "twin elements." It is possible that many mysteries of the chemistry of life might be explained, M. Vernadsky now suggests, if all germs of living matter are able somehow to distinguish between the different isotopes; selecting for building into a living body, for example, only one of the kinds of potassium atoms to the exclusion of other kinds. Since chemists always work with mixtures of atoms including all of the isotopes it would not be surprising, if this idea is true, that life has not yet been created artificially.



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Silly Stage of Capitalism

Daniel Willard, a leader in transportation; Senator Couzens, a business man as well as Senator; Robert T. Scripps,

wealthy and influential publisher; Wallace B. Donham, business man and educator—all have sharply criticized the workings of the business system. Their comments may be said to be radical—that is, radical in the sense of reaching to fundamental and basic difficulties. Willard inveighs against the shamelessness of unemployment. Couzens attacks the apparent do-nothingness of the business class. Scripps deplores the drift away from American traditions. Donham assails the planlessness of the business system. They may be said to represent efforts of four business leaders to live up to their responsibility as leaders.

Despite these sensible statements—statements which are echoed in a thousand different directions—little has been done, or is being done by the business group. Their solution for the present intolerable situation is an old, obsolete, instinctive solution, the cutting of wages. Quite shamelessly, they are applying to twentieth century crises the remedy of 1700. They believe that the economic system makes progress on crutches. They want us to throw away aeroplanes and automobiles and ride in oxcarts. This is the fundamental trouble with the American system. We are modern as far as technology goes, and medieval as far as industrial relations and human welfare go.

The irony in the situation is that the remedy for our ailing business system is not going to work. The patient will get sicker. To cut purchasing power at this crucial moment is merely to postpone the final date of reckoning. The difference between the present situation and past panics lies in the fact that the losses are too great to shoulder upon the workers and the underlying population. It simply cannot be done. The old inhuman remedy of making those who are least able to bear the losses bear them simply won't work. The remedy is foolish. In this sense, we have reached the silly stage of capitalism.

Making Money Out of Wage Cuts

We have repeatedly shown that the injustice in wage cuts lies in the fact that it is a way of making labor pay

twice. A prolonged depression such as this has already cut labor's income 20 per cent in loss of work. In simple fairness, when business resumes, it should be at previous rates of pay. But this is not to be the case, it appears. Under the guise of

economic necessity, wages are being slashed, despite the efforts of wise and cool heads in the business world. And like every other transaction by bankers and industrialists, money is being made out of cuts.

The justification—if any—for wage revision is the declining cost of living.

But the cost of living has fallen only 7 per cent. While the smallest wage cuts average 10 per cent.

It is a recorded fact that the 663 wage cuts made in January and February of 1931, averaged 10.25 per cent. This does not describe the all of the fantastic picture. Professor William Leiserson is authority for the statement that income to investors was 6 per cent higher in 1930 than in 1929. Wholesale commodity prices, reports from Consumers Research, Inc., show, have fallen 20 per cent while retail prices show only a 7 per cent drop. This indicates that large chain stores doing retail business made more money in 1930 than in 1929, and business reports support this statement.

What kind of business code is it that allows business heads to spout pious platitudes in public and then through a series of manipulated wage cuts, make money out of the misery of millions?

"Poor Working Girl"

Women workers are faring worse. According to the New York Department of Labor, cuts of from 40 to 50 per cent

have been taken by women workers. Competent stenographers compete for jobs paying \$10.00 a week. What a civilization!

The report says that bookkeepers who drew \$25 to \$30 in 1929 are now working for as low as \$15 a week. "Wages for typists dropped from \$15 to \$22 a week to \$12-\$21, with the \$12 offer far more usual," said the report. "Stenographers' wages dropped from \$15 for beginners and \$35 for an expert to \$9 and \$20 respectively." Machine operators in offices are getting about \$12 a week and the piece rate on hand addressing has been cut from \$3 to \$2.50 a thousand. Even in the higher paid brackets women workers are affected. Women specialists who formerly drew \$2,000 and more a year are now getting \$1,500 to \$1,800. Department store clerks' income has been reduced as much as 50 per cent. The biggest drop, however, the bureau says, came in domestic service. Girls working in private homes are being paid as low as \$15 a month, and the average is \$40. "Wages of women factory workers have also been reduced," says the report, "but the reductions are harder to trace due to the fact that piece work is increasingly replacing a flat weekly wage for unskilled factory operations."

The hands of the industrial clock are thus being turned back 20 years. Thus again there walks upon the American scene the "poor working girl" underfed, underclothed, and underprotected. As a result more money will have to be raised by municipalities and social agencies to take care of more social wrecks. What a civilization!

It appears that a concerted movement is on to back the anti-trust law bill of the National Manufacturers' Association. This bill would keep the laws on the books so that they can continue to be misused against labor unions, and would make business organizations exempt.

Abe Wilson's Spirit

A young man, under 30, before his knowledge of life had deepened and before he had been able to reflect upon his own full

experience, went into a local strike zone, saw such suffering, of men, women and children, that he became confused, afraid, nervous, and at last sick in mind. Brooding, he retired to rest. The weight of a perplexing, unfair, cruel and inhuman world rolled over his soul. Unable to remove those sights from his mind, enormously depressed, in some relaxed moment, he ended it all, and passed swiftly out of all the perplexing business.

So it happens that once again we are called upon to record the death of an International Official. This time, as clearly as ever before, we can say that the job has taken its toll. As patently as his brother officers before him, Vice President Abe Wilson has been a victim of occupational hazards. He gave his life for his job. To the very last, in a penned note to President Broach, he thought of the union. To his father, in another note, he spoke with quiet resignation. "I got tired and have gone for a rest. It is still a great life and a fine old world with a lot of wonderful people in it." These are beautiful words. Note, Abe said, "for a rest." His vivid personality could not rest forever. Let us hope that he has found a finer new world with a lot more wonderful people in it, and a lot of satisfying work to do.

About Labor Officials

Abe Wilson's death suggests again the question-is the popular impression of labor leaders correct? Many persons view

a labor leader as a fat parasite. He is pictured by a hostile press and near-sighted critics as a stout, lazy, fat-headed individual, who adorns a swivel chair, eats colossal meals, and performs no useful service. In the last two years, this union has lost one president and four vice presidents, and the foregoing description applies to not one of them. All died in harness. All died of occupational ills. None were old. All had paid dearly for the work they had been called upon to do.

The job of the labor leader keeps a man face to face with much human suffering. He gets little appreciation. He has always much more to do than his strength allows him. Above all else, he sees so much inequality, maladjustment, and human misery about which he can do absolutely nothing. No wonder he needs to be made of steel, or he will break.

Often the phrase "hard-boiled" is applied to labor leaders. Yes, and perhaps that very veneer of armour is necessary. Perhaps he is like the philosopher who said, "Harden, heart, or break."

John M. Gries, a construction expert in the Industrial Trends Department of Commerce, told electrical contractors in Washington assembled that "no business, no organization, has secure tenure." This fact has been

remarked before, but it cannot be too often repeated. Stability is not a characteristic of our civilization, for rich or poor. Mr. Gries concluded that "vigilance of leadership" and "maintenance of research" are necessary to preservation of existence.

Turning to more commercial aspects of the industry, Ernest Greenwood, of the National Electric Light Association, declared that only two per cent of houses may be said to be adequately wired, and that it is estimated that every householder in the United States should spent at least \$75.00 to modernize his electrical installation. This would make a good deal of work, if consumers could be persuaded to enjoy first-class electrical equipment.

Job The greatest and most successful English novelist Merit of the generation died recently. He left a large estate, or so the newspapers spoke of it. Hitherto unheard of, they reported, Arnold Bennett, who wrote novels about industry, had left an estate of \$500,000. He was the world's richest man-of-letters. During the same week an American soup king died, John Dorrance. He left an estate of \$114,000,000; soup had been 228 times more profitable than

prose. But John Dorrance was just a poor man beside gasoline kings, auto kings, aluminum kings, steel kings and bond kings. He was a mere piker. Soup is nothing compared to

unedible other commodities.

This contrast again suggests the question, How much is a man worth? Was John Dorrance's service to society actually worth 228 times more than the service of Arnold Bennett? We think not. We know that money return is no criterion of service. We can almost say that it measures worth inversely to its merit.

Perhaps in an industrial world where intelligence and reason have a chance to operate, jobs will be evaluated on the basis of their service.

Truth About Telephones

The public utterances of Walter S. Gifford, and other officials of the Bell System denying that automatic telephones replace

workers, appear to be short of truth. The annual report of the New York Telephone Company, a subsidiary of Bell, is now public property. Some startling disclosures are made.

About 5,000 fewer employees were on the payrolls in 1930 than in 1929.

About 14,000 fewer telephones were in use.

Gross revenues increased from \$199,000,000 to \$213,-000,000.

Net income increased from \$29,665,000 to \$30,479,000. All this in a panic year. In short, the increased profits of the New York Telephone Company were made at the expense of the workers, and the profit in automatic devices passed not to society at all but to the corporation.

The president of the New York Company declared that while there was a decrease of 5,042 in the number of persons employed that the decrease was explained by the "voluntary resignations" of employees who were not replaced. This explanation fits in perfectly with public knowledge of Bell methods. In all cities, employees displaced at the time of automatization are gradually eliminated and their places not filled.

This office has co-operated with the U. S. Department of Commerce in distributing to our locals a booklet entitled "How To Judge A House." This is an effort to build up standards of judgment in home owners in the matter of materials and workmanship.



WOMAN'S WORK



DESIGNING CHILDREN'S CLOTHES FOR STYLE, SERVICE AND COMFORT

By SALLY LUNN

T'S time to think about summer clothes for the children, and this is apt to be quite a problem for the conscientious mother. Many of the ready-made ones, especially if they are inexpensive, are so poorly designed and made that the child never looks right in them. And there is the letting-down question. Some mothers buy garments two sizes too big so that the child will not grow out of them before they are worn out. So when the clothes are new, they are so baggy and shapeless that the poor little mite inside looks smothered; and when he has grown up to fit the clothes they are apt to be faded and worn by that time, so neither the child nor the clothes ever shows to the best advantage.

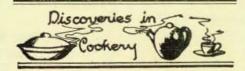
A good many mothers, the majority of them, possibly, find it more satisfactory to make some of the children's clothes at home. This enables them to use nicer materials (the kind guaranteed fast color, for instance), get a better fit, and make provision for letting down the garment as the child grows. Little summer dresses, rompers and sun-suits are the most fun of all because they are so colorful, so simple to make, and the materials cost so little.

Our old friends of the Bureau of Home Economics, U. S. Department of Agriculture, have the best ideas in this line I have ever seen. As you may know, one branch of this Bureau does nothing but design and make children's clothing, write leaflets explaining their ideas, and send out exhibits of the finished garments to cities all over the country. They seem to think of everything that is important to the mother and the child as well. Not satisfied with making the child look very nice indeed, their intention is to make him comfortable, too; and to make it easy for him to dress himself and "button the buttons." For the sake of household economy, they have worked out many features that enable the child to wear the garment for two or three years and have it fit splendidly all the time, with but minor alterations.

An extra wide hem in the little girl's dress is not the whole solution to this problem. These clothes are made with the necks cut wide and shallow, either without a collar or with a flat appliqued one stitched down, so the garment will never be tight around the neck. Sleeves are cut full, with a wide opening for the arm, so the sleeve may slide comfortably up as the child's arms lengthen out. Panties are never finished with elastic bands. They are made as straight trunks; or for the smaller children, in

the form of French panties, with a bound opening which slides up on the leg easily as the child stoops over; and you can see in the pictures how nicely these panties hang when the toddler stands up straight. One of the young women at the Bureau wanted me to mention particularly that when you are cutting the French panties it is better to cut them as an oval with squared ends rather than a pointed ellipse, "because a child comes in three dimensions and you have to allow something for thickness," and she says that if you will follow her advice you'll find the panties will be more comfortable for the child and will hang without wrinkles. She also told me that they had found that the sun-suits could be made to be let down easily by means of a tabbed, buttoned shoulder with three or four inches of extra shoulder strap lapped underlet down by just setting over the button. Little boys' suits with buttoned-on shorts are also made with several inches of extra material in the blouse, which hangs inside the trousers to provide for lengthening as needed.

The clothing shown on the opposite page will give you some new ideas on summer clothes for the youngsters. Select soft, fast color, washable cotton materials in dainty light colors and small prints. Use fast-color cotton bindings for trimming. Use large buttons but not



Rhubarb Marmalade

When your jelly and jam supply is running low, try some of this marmalade to fill your jam closet until the summer fruits arrive. It is delicious served with a meat course and equally good on toast, muffins or biscuits.

- 3 pounds rhubarb, peeled and cut in small pieces
- 3 oranges cut fine
- 1 box seeded raisins
- 3 cups sugar.

Prepare rhubarb, wipe oranges with a clean, damp cloth, slice thinly and cut peel and all into small bits with scissors. Add raisins, pour sugar over all, and let stand 12 hours. Cook slowly until thick, pour into glasses and seal.

many of them, so the child will be able to fasten them himself.

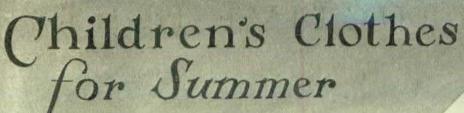
The sun-suits are particularly nice for play-time wear, don't you think? Some of them allow the health-giving rays to strike portions of the child's back and chest where the suit is cut away; others have tops made of curtain marquisette which allows the sunshine to come right through. (Choose a firm quality of marquisette and double it over when you put on the bindings for extra strength. An inch or two of this material is left below where the panties are appliqued on, and you'll find it will not tear out.)

Little girls are delighted with ensemble dresses. The one shown is particularly practical. It consists of a coat dress buttoned down the front, over a sun-suit. The dress and the panties are of the same material, the waist of the sun-suit being of marquisette. Just as practical as can be, for school and play! You will notice, in this outfit, the buttoned shoulder tab that is so easy to let down.

The two little dresses shown are "nice enough for best." The little sleeveless frock of fine voile has wide neck and sleeve openings, as well as an enormous hem. Because the many gathers set into the yoke provide plenty of fullness, this dress will never be too tight even when the hem is let out to its greatest extent. The other dress shows the use of bias binding fagotted together for an ornamental yoke, on a printed gingham. You may obtain the binding, already fagotted, in many colors, at most notion counters. Being circular shaped it fits very well.

The Bureau of Home Economics does not manufacture clothes for sale; nor do they offer patterns, except for simple little rompers. They are trying to show garment manufacturers and pattern designers how children's clothes should be made for the utmost satisfaction of the consumer, so that their ideas may be incorporated into patterns and manufactured clothing. Of course they are very anxious that mothers should see and demand the best for their children.

You may obtain patterns for some of their sun-suits, rompers, boys' suits and little girls' ensembles from commercial pattern companies who have cooperated with the Bureau. Look for the label of the Bureau of Home Economics of the U. S. Department of Agriculture on children's patterns offered by McCall, Butterick, and Country Gentleman. Let's help swell the demand for better designing of children's clothes.



As advocated by the U.S. Bureau of Home Economics



Beach or backyard, baby really enjoys the sunshine in a gay gingham sunsuit with an airy or marquisette top or



Sunsuit for the older child is made with straightline trunks instead of panties



Ponnell Ceosty



Little short-sleeved voile frock in a pastel tink is nice enough for parties

Pagotting makes a trimming for a little girls dress that is both pretty and practicals

A smart ensemble consists of a chambray coatdress worn over a sunsuit made to match o

CIPTUD-414

CONSTRUCTIVE HINTS

Motor Drives

The connection between the driven machine and the motor depends upon many factors, but often the success of the installation hinges upon the method of drive. In every case the problem should be given careful consideration.

Belts are the most common means of driving machinery and are usually the cheapest. Belts have the disadvantage of being elastic and stretching which causes slipping. Slipping means lost power and often reduced production on the driven machine. The fact that belts will slip is sometimes an advantage however. Belts will sometimes cause trouble by coming off under jerky loads and they are not desirable for use at high speeds. Idler pulleys and belt-wrappers can be used where the pulleys are close together, of greatly differing size, or to take up the slack.

Chain belts are positive, and are useful for short-center drives. They will not slip. Sometimes they are noisy and some require considerable lubrication. Chain belts are very popular.

For great speed changes, high speeds and close quarters, gearing is generally desirable. This requires rather rigid supports for motor and driven machines and fairly accurate alignments.

Direct drive through a flexible coupling makes the neatest and simplest installation where the motor speed is the same as that of the driven machine. Often it requires careful aligning, however. For high speeds, direct drives are almost universal.

Speed reducers, rope drives, clutches and combination drives find application on special installations.

In planning a motor drive, the speed of the motor should be considered. Always remember that the slower the speed of the motor the larger it will be and the more expensive. Often a high speed motor can be geared down more cheaply than a low speed motor can be installed to drive directly.

Radio Socket "A" Power

Many of the "A" power units on the market are unsatisfactory. The unit consists of a storage battery, a rectifier and a cord to connect from rectifier to the house lighting system. The trouble is caused from the low charging rate, less than 10 ampere hours is added to a battery in 24 hours. With a six-tube set the battery is flirting with a discharged condition rather than a charged condition most of the time.

Slate Panels

Black marine finished slate makes an excellent panel. Slate is one of the strongest and most serviceable materials known for this service, and where the voltage of live parts mounted upon it does not exceed 750 volts, its insulating properties are entirely satisfactory. Where necessary for insulation on voltages above 750 black marine-finished marble panels are required.

In appearance black marine-finished slate is a dull velvety black which may easily be kept in good condition, and when rubbed with oil this finish will not show oil stains. This feature is of special importance where oil circuit breakers are mounted directly on panels.

Porcelain Insulators

Porcelain is a vitreous homogeneous mixture of clay, flint and feldspar. Porcelain, which is used for electrical purposes differs from general porcelain ware only in the proportion of the three base materials used, and in the refinements of its manufacture. These differences, however, make possible a porcelain which meets the highest mechanical and dielectric requirements.

The raw materials are finely ground, accurately proportioned, and intimately mixed in a liquid state. The mixed material is then reduced to a plastic state by filtering under pressure. Electrical porcelain is manufactured by three processes, the casting process, the dry process and the wet process.

Dry Process. After filtering, the material is partly dried and ground to a crumbly condition, in which the granules are the size of rice grains, or smaller, and in which there is just enough moisture so that a handful of the material will cling together when squeezed. The material is then pressed into moulds of the required shape. The pressed shapes are dried, finished to dimension and glazed. Dry process porcelain can be moulded quite accurately into complicated shapes.

Casting Process. Porcelains of high dielectric strength and of complicated form can be made by pouring the liquid material into multipart plaster of Paris moulds. The cast piece is removed from the mould after it has stiffened sufficiently to permit handling and finishing without distortion. It is then thoroughly dried and glazed. Plaster of Paris is a particularly useful material for moulds because it accelerates the drying of the porcelain body by its absorption of moisture.

Wet Process. Blocks of plastic material about the consistency of putty are worked into the desired shape, and placed into plaster of Paris moulds. The surface not in contact with the mould is then worked to the desired shape by machine forming and pressing. The piece is removed from the mould after it is partly dried and stiff enough to handle. The surface which was in contact with the mould during the pressing operation is finished to accurate dimensions. The body is then thoroughly dried and glazed.

Enclosed, Ventilated Motor

An enclosed, ventilated motor is a totally enclosed motor arranged to be ventilated through pipes, leading from a clean, cool supply of air and to some place where there is no fire hazard. These machines are often self-ventilated, having a blower incorporated in their construction which keeps the air circulating. They may be used almost everywhere that the totally enclosed motor can be and have the additional advantage that in hot rooms the cooling air for them may be considerably below room temperature.

Current Transformer

A current transformer is only used on alternating current circuits. The function of a current transformer is to transform the line current in exact ratio to a small value that may be used by the current coils of ammeters and wattmeters.

Alternating Current Machines

Alternating current generators are built in two types, known respectively as revolving field and revolving armature. The common names of the two sets of windings are rotor and stator. The revolving field type machine is most commonly used because of the field current having only to pass through the brushes and collector rings and the high tension wires are all stationary.

Alternating current generators are separately excited. That is the field current is supplied from an auxiliary direct current generator known as an exciter. The current supplied from an opposite current generator alternates in direction at regular intervals and from this characteristic is derived the terms "frequency" or "cycles," which always has a numeral value which defines the period of the alternations. The most generally adopted systems operate at either 60 cycles, 7,200 alterations, or 25 cycles, 3,000 alternations.

While there are some central stations which supply 40-cycle, 50-cycle or 133-cycle current, alternating current is generated single, two or three phase. Two and three-phase systems are most generally used because of their being better adapted for the operation of large motors.

Alternating current motors are constructed single, two and three phase, and of many different types, and for all frequencies and synchronous speeds.

Commutator

Loose commutator bars (high or low) can sometimes be tightened by screwing up the commutator nut or by tightening the bolt or set screws, if they are used. If this is not sufficient the commutator must be removed from the armature and tightened in a press. This involves the disconnection and reconnection of the armature leads and it is recommended that such work be done where proper tools are located.

Pitted mica segments should be repaired as soon as discovered. Clean the hole thoroughly and fill it with an insulating paste that will quickly harden and that will hold its position when the commutator is warm. Two mixtures which have been used successfully are prepared chalk or plaster of paris and shellac or water glass and powdered glass.

Excessive unexplained heating of a worn commutator while carrying normal load or less indicates that it is worn out and should be replaced by a new one.

Brush Thickness

The thickness of a motor brush has an important bearing on commutation. In a direct current machine the direction of a current in a coil must reverse while the commutator bars connected to that coil are passing under the brush, or, in the usual terms, while the coil is short-circuited by the brush. In a perfectly designed machine the coil undergoing commutation is in a field just strong enough to reduce the current to zero and build up to full value in the opposite direction. If the current does not reverse and build to full value the coil is said to undercommutate. In either case sparking may result from under or overcommutation. Sparking from over-commutation is genrally severe.

EVERYDAY SCIENCE

Forest Cleared to Build Transmission Line

In the construction of New England's first 22,000-volt electric transmission line from Fifteen Mile Falls, in New Hampshire, to Tewksbury, Mass., it was necessary to cut down and dispose of a forest of very sizeable dimensions.

This transmission line is constructed over a right-of-way 350 feet wide and 126 miles long. The right-of-way covers a total area of 5,345 acres, and one of the astonishing things to those who profess to believe that New England is largely denuded of her forests is that only 600 acres of this total were open country and 100 acres of these 600 were on highways and rivers.

It was necessary to clear this entire 126 miles of right-of-way of all trees and underbrush. All marketable timber was cut into 12 and 16 foot logs and disposed of. The brush was cut and piled in three rows, the outer rows being about 50 feet from the edge and about 85 feet from the center of the way. As soon as this material was dry, It was burned whenever conditions were favorable.

To clear this area, a force of about 300 men have been constantly employed since January 1, 1929, and the work has only recently been completed. To date, the brush on 65 miles has been burned. During favorable weather, about two miles per week are burned over.

The plans call for two parallel lines, with a carrying capacity of 250,000 kilowatts with room in the center for a third line to be erected at some future time when conditions require it. In addition to these two power lines there may be constructed a wooden pole telephone line, with provision for a second line if necessary.

Automatic Controls for Gas Stoves

Nearly all the new types of gas stoves are now fitted with automatic controls for maintaining any desired oven temperature. These consist of a thermostatic control acting on a valve regulating the flow of gas. The thermostat can be varied to maintain a temperature ranging from 200 to 550 degrees within the oven. When the interior of the oven has reached the desired temperature, the thermostat operates to shut down the flow of gas needed to maintain that particular temperature. These controls, of which there are a number in the market, result in a saving up to 50 degrees of the gas needed to perform various cooking operations.

A modification of this involves the use of

A modification of this involves the use of a time clock by which the gas is automatically shut off at the expiration of any fixed time.

A new type of time control recently put on the market has a movable dial, divided into the time divisions similar to the dial of a clock. The clock is wound simply by turning the controls to the desired point. The movable dial is set at the hour corresponding to the time of day. There are two pointers—one marked "off" and the other marked "On." The "On" pointer is set at the hour of day at which the cooking should be commenced, and the "Off" pointer at a later time when the cooking should be completed. By means of this interesting device it is possible to put a whole dinner in the stove at any time during the day, set the dials at the proper place, and without any further attention the gas is turned on

at the right time, burns through the cooking period, under exact temperature which is controlled by a thermostat, and then shuts off at the desired time so that the meal will be ready for serving when desired.

Importance of Refrigeration In Preserving Food

According to the Bureau of Home Economics of the U. S. Department of Agriculture, cold efficiently checks bacterial growth in food. This emphasized the importance of proper refrigeration, and in this field both the electrical and gas refrigerators for domestic use fill a long-felt need which other types of refrigeration cannot meet. To emphasize the importance of refrigeration in the keeping of food, specific tests on bacterial increase in milk showed that taking fresh milk with a bacterial count of 2,300, milk held at a temperature of 40 degrees showed an increase to 9,000 at the end of 24 hours, 15,000 in 48 hours, 23,000 in 72 hours, and 34,000 in 96 hours. Where the temperature was maintained at 50 degrees the increase at the end of the first 24 hours was 30,000 greater, and at the end of 48 hours it was 56,000 greater. At 60 degrees the bacterial content the first 24 hours increased 110,000, but at the end of 72 hours it reached the enormous figure of 3,100,000.

Fifty degrees is considered the danger line in the preservation of food in refrigerators, while 40 degrees will keep food without spoiling for a long length of time. These tests of the Department of Agriculture indicate that the increase for every five degrees above 50 degrees is very rapid.

Extreme Precision Necessary in Manufacturing Microphones

An amazing example of precision in manufacturing is illustrated in the new type microphone manufactured for sound picture apparatus and radio broadcasting. The condenser type microphone was developed to provide the most sensitive and faithful method of picking up all kinds of sound ranging from the highest soprano notes to the low boom of a bass drum, and to reproduce them with utmost fidelity.

Each transmitter must pass 46 mechanical and electrical inspections before being accepted as a finished product. The insulation, for example, must show a resistance of at least 80,000,000,000 ohms, the natural frequency of the diaphragm is required to be between 5,000 and 5,050 cycles a second and the back plate of the condenser must be within ,00008 inches of a true plane. The test which determines the last factor is made by utilizing certain laws of physics regarding the interference of light waves. It is almost impossible for the layman to understand such a degree of accuracy.

The assembly and inspection of the microphone is done in an air conditioned room which is supplied with air at a constant temperature of 70 degrees Fahrenheit and a constant humidity of less than 40 per cent. Between operations all piece parts are kept in jars in which a supply of calcium chloride absorbs all moisture. The intricate assembly operations are carried out in dust-proof boxes under a low power binocular microscope which magnifies the object being assembled to 16 times its actual size.

In the first assembly operation a duralumin diaphragm only a thousandth of an inch thick is mounted in a shell with a ring which can be adjusted to stretch the diaphragm. An oscillograph is used to determine that the diaphragm has been stretched so that its natural frequency is between 5,000 and 5,050 cycles per second.

The diaphragm and the back plate, which as already mentioned, is lapped to within .00008 inches of a true plane, are then thoroughly cleaned under a microscope. A duralumin spacer of from .001 to .0012 inches, placed between the back plate and the diaphragm, insures the proper capacity of the condenser. This assembly is then sealed with hot wax. The condenser is sealed off from the outside air by means of a thin membrane, the air is exhausted with a vacuum pump and the space is filled with This prevents any change in nitrogen. atmospheric pressure from affecting the capacity of the condenser.

Following the final operation a number of exacting tests are given to the transmitter to insure its proper performance under all conditions which may be encountered.

Huge Power Plants Under Construction

Eleven of the largest construction projects of the electric light and power industry which were either completed or commenced during 1930, will have an ultimate capacity of nearly 3,000,000 horsepower, and will require an investment of more than half a billion dollars. In addition to this there are numerous smaller projects which will involve an outlay of several hundred millions of dollars.

Of these 11 large projects, five are steam and six water power. One of these plants is a 150,000 horsepower steam generating station of the Duke Power Company, at River Bend, N. C. This plant is said to be 50 per cent greater than any of the plants in the south owned by this company.

On the Saluda River, in South Carolina, four units of 50,000 horsepower each are being installed, and an additional 60,000 will ultimately be put in. At Calderwood, N. C., a development is under way which will have an ultimate capacity of 168,000 horsepower. These are hydro plants.

In New Jersey a steam plant at Sayreville will have an ultimate capacity of 240,000 horsepower and one at South Amboy of 360,000 horsepower.

At Pittsburgh, Pa., a steam plant with an initial installation of 80,000 horsepower is under way, the ultimate capacity to be 400,-000 horsepower.

At Buffalo, N. Y., a steam plant of 107,000 horsepower is being added to an existing station, making a total capacity there of 600,000 horsepower.

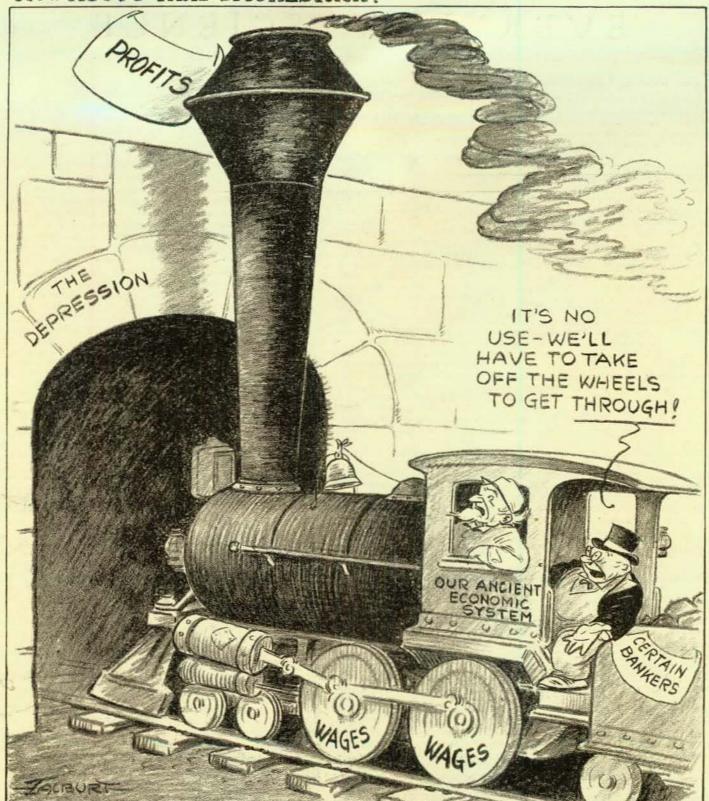
In New England, Fifteen Mile Falls will have an ultimate capacity of 300,000 horse-

At Table Rock, Mo., a hydro development of 28,000 horsepower is under way, with an ultimate capacity of 100,000 horsepower.

The city of Seattle is adding to its existing hydro plants 120,000 horsepower in generating capacity, and the Southern California Edison is building an addition of 133,000 horsepower to its steam plant at Long Beach.

HOW ABOUT THAT SMOKESTACK?

By TALBURT



Courtesy Washington News and Talburi

ABOUT CARTOONISTS AND ECONOMICS

Three cartoonists in America have competency and insight to make their pens carry underlying economic sense. These are Fitzpatrick, of the St. Louis Post-Dispatch; Baer of "LABOR," and Talburt, of the Scripps-Howard group. Talburt has been especially successful in pointing out economic truths, and preserving a spirit of good-humor. In

the above, "How About the Smoke Stack?", he has created a classic. The truth of our economic system is here laid bare; its old-fashioned incompetence; its supercilious, superrighteous driving group; and its ridiculous self-deception. It expects to make the old machine run through the tunnel of despair by taking off the wheels! Our good friends just can't see the smoke-stack!

Detailed Results of Referendum

TOTALS

In Favor of Opposed
Proposition No. 1 41,304 2,526
Proposition No. II 40,636 3,151

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Local		Pro	p. I	Prop	II	Local		Prop. I	Prop. II	Local		Prop. 1	Prop. II
No.	Location	Fav.	Opp. 1	Fan. C)pp.	No.			Fac. Opp.	No.			Fav. Opp.
1 St.	Louis, Mo	600		4-10-4	-	159	Madison, Wis.	2 49	2 49	406	Stratford, Ont.	22	22
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39 Cley	veland, Ohio lywood, Calif	246	-			222	Bar Harbor, Me	2 9	9 9	456	New Brunswick, N. J.	5 32	5 32
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156 For	t Worth, Tex.	58	ette.			405	Cedar Rapids, Iowa	85	35	trent,	(Continued on)	inge 276)	

ON EVERY JOB There's a le

No, boys, it's no use pleading. This is all the space we get, and some say we're lucky to get this much. Gotta crowd the efforts of a couple dozen of the best rough-and-ready rhymers and funsters in the country into a measly page! Let's get up steam! Everybody will be glad to know that Tom

Meech is among us again-here's his reply to the Duke:

Life's Journey

It's the good things we do And the kind words we say, That bring peace and happiness At the close of the day.

Let our each tomorrow Keep others from sorrow, Smile through each day's going, For we reap our sowing.

> TOM MEECH, L. U. No. 595.

And here's a greeting, Tom, from another pal of this page:

Cheer-ie-o to Brother Meech

Here's to a pal, in Oakland, Cal., Within sight of the Golden Gate; I hope Tom Meech, this verse will reach, Please forward before it's too late. To cheer with smiles, across the miles One who's down by the hand of fate; I feel his care, for I've been there, But it's too long to here relate.

Just let him know, 'tis cheer-ie-o, Which Brothers send from everywhere. Twenty-nine months, and not up once Would drive a strong man to despair, But he writes cheer, for us boys here—
It must come from the sunset there. Make him happy, send this snappy, And tell all the world my prayer:

"I looked to God in my despair, And I did not look in vain; I felt a touch of His great love, And now I am well again."

W. H. HENDRICK, Local No. 7, Springfield, Mass.

There must be some more nobility in L. U. No. 723; anyway, they have a Duke, as proved by this story from Anthony Offerle:

"Hey, Duke, what kind of a car you got

"R. F. D." answered Duke Ammons.
"R. F. D.?"

"Yep; rescued from the dump."

How Times Have Changed!

1930 Income Tax Collector: Henry Ford's tax would have run the whole United States government in 1830.

Office Boy: Yes, but 100 years ago Hank would have been the village blacksmith!

> JOE YARVICE, L. U. No. 9.

As well as the truth sometimes being stranger than fiction, it also is more humorous.

This recording may not be a scoop but so far as I know has never gone to press so I offer it for "There's a Laugh on Every Job" page; I think the story worth a title and suggest-

"Within the Law"

Once upon a time some notables from a large power company together with several other notables were gathered in that won-derful "electric city" of Great Falls, Mont. Among them was that renowned penster, who has entertained the people of all continents
—Irving Cobb. In a large hotel suite on the first floor where they were all making merry. there was no evidence that Volstead was the "hull works." Presently the bell hop announced that all was ready and all grabbed hats and coats and bolted for five big cars that were parked nearby, loaded in and whizzed away to the Blackfoot Indian Reservation, miles distant.

With all the paint, color and feathers that could be mustered, the congenial Cobb was lawfully adopted into the tribe and, after a jovial time during which the Volstead Act was in full force and effect, the bunch returned to Great Falls, dusty and dry in more ways than one.

For some mysterious reason Cobb was immediately paged and the hotel greeter detained him until the rest of the gang by elevator or stairs had gained the rendezvous of pints and corks. Five minutes later came Cobb. The door was locked. He knuckled it not too gently, but evidently there was too much "here's a go, fellows," and Cobb's knock went for naught. He toed the door a couple

of good jolts.

"Who is it and what do you want?" came over the transom. "It's me, Cobb, and what the h— do you suppose I want?" And then over the transom—"Away from that door, you old fat buck. Nobody in this country spreads fizzes for an Indian-it's unlawful!

-"TIP" REYNOLDS. Local No. 65.

Sitting around the bunk house they were swapping lies.

One of them-When I was logging up in Montana, I saw a mountain lion come right up to the skidder one day. It was a fierce beast, but I, with great presence of mind. threw a bucket of water in its face and it slunk away.

Man sitting in a corner-Boys, I can vouch for the truth of that story. A few minutes after that happened I was coming down the side of the hill. I met this lion and, as my habit, stopped to stroke his whiskers. Boys, those whiskers were wet.

New Commandment

Thou shalt not reduce workers' income And there'll be no bread lines to be fed; Great indeed would be the outcome If this command be digested as it B-read. ABE GLICK, L. U. No. 3.

Yes, Phil, we're petty crowded but we like your idea so much we're going to squeeze it in even if your poem has to go in prose form is that okay?

Both O. K.

The boomers razz the home guard boys because they've settled down, and tried to make their living in or near the same old town. They praise or knock the locals, in the places where they've been; and when they get a little stake they quit, or pull the pin. They take their traveling card and go, and often times are known to have to write back to the boys for just a little loan.

The home guard boys who plug along in just the same old ruts, will tell teach other, surely, that a boomer must be nuts. They say he's just a rolling stone and never gathers moss; and when his life is all summed up, he'll be a total loss.

The home guards may get rusty, and quite often you will find that they've become old fogies and will soon be left behind. Although home guards make conditions and build locals, we'll presume, still they have to have the boomers when spring building starts to

I. B. E. W. needs them both, and when they have expired, you'll find them both in heaven -that is, if heaven's wired.

PHIL CALLAHAN, L. U. No. 298, Michigan City, Ind.

Unfounded Fears

"I just can't break the news to Mother" Said Paw Jones to me.
"The broadcasting I'll leave to another; Read son Jim's letter, you shall see.

"He seems in a peck o' trouble 'Way out in the west. My hopes for him—a bursted bubble— Why should he have thus transgressed?

"Jim grew tired o' farm life, Seemed to irk him so; Claimed there was a mess o' strife Needed ironin' out; time would show.

"So, rolling up his gunny sack, He pulled out for the west, Vowing never to come back 'Til he'd turned things for the best.

"We had not heard from Jim For a spell that's mighty long; We'd sort o' gave up for him, Feeling surely something was wrong.

"And now he writes from Denver-The letter's very short; I simply cannot tell his mother; Twould surely break her heart.

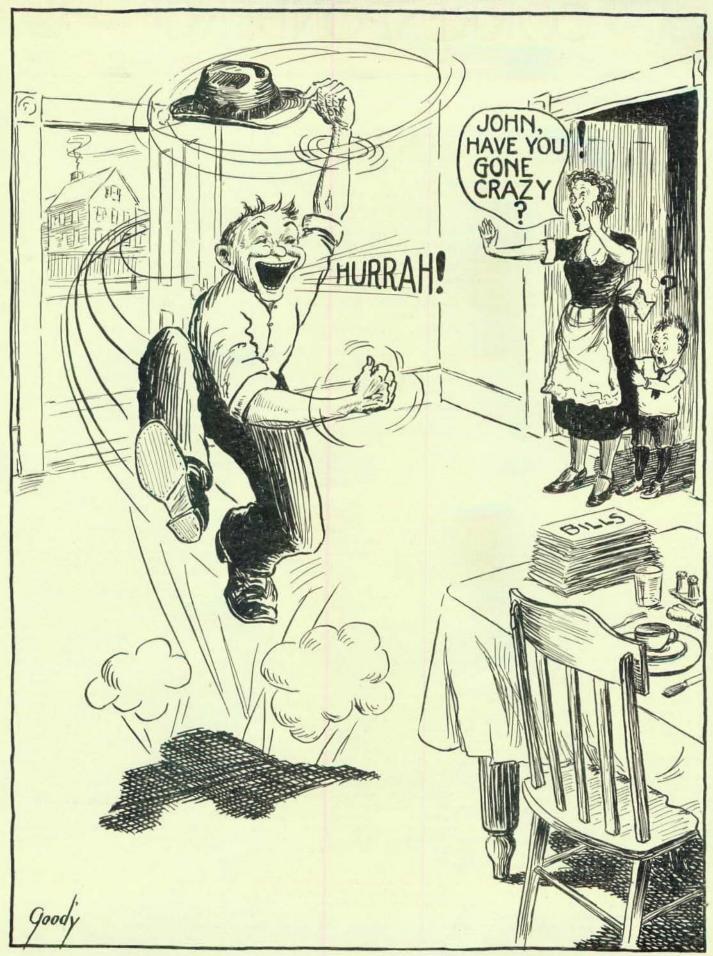
"I'll need your helpful sympathy To break this news to her; Jim writes he's in the legislature, But he doesn't say what fer.'

JACK HUNTER, L. U. No. 68, Denver, Colo.

The burning question of the day-"Shall we eat or buy gasoline?"

A JOB, A JOB!

Drawn especially for Electrical Workers Journal by Harrie S. Goodwin





CORRESPONDENCE



L. U. NO. 3, NEW YORK, N. Y.

Editor:

The leading article in last month's issue of the WORKER under caption of "28 Billion American Dollars Abroad" is very timely and should teach every man and woman in our land why it is that our foreign markets have been lost to us, especially in finished products.

What our great economists should do is to give us the facts instead of diagnosing depression in favor of the capitalists and manufacturers and blaming the tariff and making a political issue of this very serious national crisis.

This is done as a smoke screen to justify these great American capitalists in their greed for more yield on their wealth that was made in America.

This loss of our foreign trade is the greatest factor in our present depression which has caused over 8,000,000 people to be thrust into the human junk pile.

For a concrete example, just look at the city of Detroit and study their plight,

The welfare organizations in that city report that 85 per cent of doles in their millions of expenditures went to ex-Ford employees who used to work steadily before the Honorable Henry and Edsel Ford had established their foreign plants abroad in almost every civilized country which meant more profit to Ford and less work here in America for our citizens to turn out cars for export.

We can look back only a few years when we could see in every port in the U. S., lighters by the thousands loaded with Ford cars; while today we see none and this in turn threw thousands out of employment.

Ford now wants a low tariff in order to ship these cheap pauper labor made cars back to America, thereby increase his profits no matter if it throws another hundred thousand or more in the human junk pile.

We could go through the line of manufacture and find hundreds more of such examples of financial progress for greater profits which will demonstrate why the human junk pile is ever on the increase and it is about time we should put an embargo on American made dollars and materials that are sent abroad for this purpose.

We also should refuse to purchase Ford cars and let Ford close up here and become a European lord or king and in this way teach him that this country can and will get along without such great financial hogs as he

With our foreign export trade destroyed by our manufacturers and bankers we should endeavor to organize every line of effort and get down to a six-hour day and 24 hour week in order to absorb the great human junk pile that now exists which later on will cause such a condition as now exists in Russia as men, women and children must eat and have protection over their heads and clothes to wear.

EDWARD A. LEFEBRE.

Another potent cause of depression is the struggle of nearly every nation to be economically and industrially self-contained.—
Chairman Szarvasy, Anglo-French Bank.

READ

Pastime in Denver, by L. U. No. 68.

Real Progress in Montreal, by L. U. No. 561.

How England handled unemployment in 1622, by L. U. No. 230.

Incisive comments on Unemployment, by L. U. No. 3.

Are scribes mistreated? A complaint and the editor's answer, by L. U. No. 113.

Basketeers, by L. U. No. 567. Important changes in Bridgeport, by L. U. No. 488.

Anyway, there's fishing, by L. U. No. 125.

Changes in Louisiana, by L. U. No. 995.

Solving Unemployment in Akron, by L. U. No. 306.

Flashes of sunlight from behind the cloud of unemployment.

L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

Spring is with us in full bloom and we look forward to new plans and hopes for a good summer and prospects for a good fall.

I see where the building trades employees and employers of Springfield have signed an agreement for a five-day week instead of the existing five-and-a-half-day schedule, with no change in the hourly pay scale. It is an amicable arrangement which ought to work out to the interest of the building mechanics, especially the electricians, for it was hard to have the bricklayers and carpenters work Saturday morning and some of our Brothers had to work, and it broke up our five-day week.

It seems so funny how some Brothers, after voting for the five-day week, will find so many excuses to work Saturday morning. If we could only use some of the Brothers out of work on Saturday morning it would help them a whole lot.

We have at the present over \$3,000,000 worth of building construction in the city of Springfield, but still we have from 30 to 35 members out of work. I wonder how many million dollars of work you have to have to keep a local membership busy?

We have a good governor of the state of Massachusetts; a man who is in favor of the working man; who has asked for \$10,000,000 for building and highways; but the ways and means committee has cut the appropriation down to \$3,000,000. It is a case of passing the buck and it will be cut and dried and we won't hear of it for another year.

We have been waiting for them to start a new postoffice in Springfield. It has been two years since they first talked about it, but at last they have decided to start it next month. When they have the poor people down so low that they are in rags and starving they may do something. I suppose by the next Presidential election they will give us a little work to make us feel good.

You notice the papers saying work is picking up in New England. Yes, it has, but most of it is being done by the cities and towns and they are paying \$4 a day to men with big families, who are glad to do anything to keep the wolf from the door. And then they are only working three or four days a week—\$12 to \$15 a week to raise a family on. And they say there is no reduction in wages. I wonder where they go to get the data on this stuff they put in the papers?

E. MULLARKEY.

L. U. NO. 8, TOLEDO, OHIO

Editor

It is time for the monthly review again, and at this time (May 1) we have just finished up the Gulf Oil job here. Most of the boys will now dust off their fishing tackle or help with the spring housecleaning. The oil job was our only good-sized job this winter and it surely helped a lot of the boys out of a bad hole, as they were unemployed for several months previous to it.

There have been so many labor bills up in the state legislature recently that it has stimulated the interest of most of the labor organizations here. Many letters were sent in to representatives and senators urging them to vote on these bills in favor of labor, and the results were very gratifying. The most important victory was the passage of the bill defeating the "yellow dog" contract. We can begin to see now, by the results of the votes on these labor bills, which representatives are our friends and which our enemies. Every member should remember them and vote accordingly in the next election.

A new safety code has been brought out by the Industrial Commission of Ohio and contains many good points for better protection of workmen on construction work. We have a committee working on the study of this new code and will have explanations and interpretations of its various sections to the members as soon as we can secure additional copies. Some of the boys have proposed forming an indoor ball team. Any member interested in this should get in touch with Jack Lynes or "Sparky" Rasure. We wish them every success.

The picnic committee has reported progress on preparations for our annual outing in August.

HARRY B. VAN FLEET.

L. U. NO, 28, BALTIMORE, MD.

Editor

In times like the present, it is a welcome piece of news to read where one of the large corporations took a step—a rare step for corporations—and quite out of the ordinary. We refer to the B. & O. Railroad, one of the fairest employers of labor, whose officers decided on a cut in dividends to the stockholders so that they could continue to keep on their payrolls employees who would otherwise be laid off. It is

gratifying to occasionally read of occurrences of this kind in this drab and otherwise cold, everyday world of ours.

A surprising thing to learn is that in trying times like the present the insurance
company operated by the Brotherhood is
showing such remarkable success. This bit
of news we gleaned from our daily newspaper which in no way would be connected
or interested in the company; in other
words an entirely disinterested newspaper
gave out the news. This is indeed a source
of much satisfaction and a great cause for
confidence in the integrity and ability of
the company.

In another item we learn where organized labor is going to start a fight against prohibition. It is rather late in the game but still a move in the right direction. Personally, we wouldn't go one bit out of our way for a drink of any intoxicant so it really doesn't affect us one way or the other. But, we see great possibilities ahead for future jobs and lightening the burden of the already overloaded and jobless workers. We really see great possibilities ahead in the proposed campaign.

Brother Broach's pithy and spiey comments are as timely and to the point as ever. His plain, everyday use of ordinary English and vocabulary leaves no doubt in anyone's mind as to his meaning. His consistency in practicing what he preaches is indeed commendable. This is no testimonial, boys. We like to give credit where it is due. We have very little cash.

Our withdrawal from the Building Trades Department is a move in the right direction. Anytime at all when members or officers of an organization lose faith and confidence in the abilities of its own members, and start to look around on the outside to form an alliance with an element that is far from being a disinterested party to any disputes that may arise, we certainly think it's high time for the I. B. E. W. to step out. The International Office deserves to be congratulated for a move in the right direction.

We see where Local No. 349 is stepping out with a vocational school of its own. Another addition to the ranks of education. We're glad to see these additions every once in awhile, it's a move in the right direction. The only regret we have is that steps like these weren't taken years ago. What a benefit it would have meant to us now!

Brother Woodhull's remarks on the effects of unemployment on the membership as a whole and as individuals is only too well known. How well do we know the dissatisfaction, suspicions and jealousies that follow in its wake. Like Mark Twain once said, "Everyone talks about the weather but no one does anything about it." Oh, what a happy and contented Brotherhood would be ours if we but had jobs for all.

As for news locally there practically is none. We're in a state that's known legally as "status quo." In times as at the present there's very little chance for news.

One commendable move started by the boys that are employed has for its object and aim to aid those in need of assistance.

A group got together and are to assess themselves 10 per cent of their earnings and donate this to a general fund to be used in aiding the needy. This assessment is to continue till the end of June. All of this is entirely voluntary on the part of the boys who are working. Possibly this may serve as a suggestion for other locals in need of ideas to help out their unemployed.

In concluding our letter we'd like to suggest that Brothers Farber, of Local No. 3, and Ed Garmatz, at present on vacation in

the jurisdiction of No. 349, would confer quite a favor on us by dropping us a line occasionally. How about it?

R. S. ROSEMAN.

L. U. NO. 41, BUFFALO, N. Y.

Editor:

Two months ago I promised to send in further details of our steward report card system. A card is filled out by every member each week, whether he is employed or not. This card corresponds, in the layout, to the card in the file at the business manager's office. This card is sent to the business manager's office with 10 cents per hour for every hour that member has worked.

A new agreement was entered into and started operating on February 15. This agreement, including many changes, gives a new rate of \$12 a day. The employers were quite willing to pay the increase when the local members agreed to assess themselves 10 cents per hour to help pay the expense doing business for our mutual benefit. For several years International Vice President Arthur Bennett and our business manager have been talking about just this very thing. Although our old agreement was not fully terminated, the appropriate time presented itself to negotiate the new agreement. The consistent effort was rewarded when the new agreement was forthcoming on such a mutually agreeable basis. This did not come overnight by any means. It was only after considerable facts were gathered by means of our steward system that this was accomplished.

Officers and members of this local wish to take this opportunity to congratulate all the officers and members of Local No. 3 of New York City on their splendid success. The photographs of the offices were surely a great contrast to the dismal old places most locals have for their offices. Buffalo, too, has better facilities for doing business. At present we are sharing space with other building trades for our business manager's office. A much better place than over the usual —— You know what I mean. In the next issue I will send a copy of the form used in the office.

We hope the resolution postponing the convention is carried. O. C. H.

L. U. NO. 68, DENVER, COLO.

Editor:

Before as wildly enthusiastic a crowd as ever assembled in East High Gym, Tuesday, March 17, the basket ball team of Local No. 68 helped history repeat itself, and again won the championship of the Union Basket Ball League of Denver, from their old rivals, the printers.

No pop-eyed spectator of the old Roman gladiatorial contests ever yelled more vehemently for their champions than did this crowd of 500 rabid partisans; and the last two weeks has been spent in getting throats and voices back to normal.

As explained in last year's account, this league is composed of teams from both the building trades and the miscellaneous trades. A slight change was made in the line-up this year, the steamfitters and iron workers dropping out and the presamen and bakery salesmen taking their places; the rest of the league being the brick-layers, electrical workers, painters, plumbers, printers and sheet metal workers. The season was played in two halves of seven games each, the winners of each half to play for the champion-The printers won the first half and the electrical workers the second, so the same two teams were to battle for the same honors as in the year previous.

And what a game. If I live to be a thou-

And what a game. If I live to be a thousand, I will never get over it. It was nip and tuck from start to finish, first one team ahead and then the other, with never a difference of more than one point between them. The printers and their atherents were as cocky as a bunch of bull fighters, and were laboring under the impression that this was their night to win, and they had the game safely tucked away in their war-bag. But the best laid plans sometimes have the extremely bad habit of blowing up right in your face: as witnesseth:

Abandoning the style of play that our opponents were familiar with, Coach Williams built up an entirely different play, centering it around Guard Pete Clemes, instead of the forwards, Sechler and Byrne, as before. Practice games proved the wisdom of the change and all was set for the big night. But, the day before the game, Pete became involved in an auto accident, which doesn't do him a bit of good. While he had no broken bones, yet he was severely shaken



ONE OF CREWS FROM L. U. NO. 3 ON THE NEW YORK SUBWAY JOB

up, pretty well bruised and mighty sore all over. Billy Neish and E. E. Tucker, substitutes, both trustworthy and capable players; and who had understudied and relieved various players in other games, were now clamoring for the chance to get into the game. Pete, however, insisted that he could play his position, and wouldn't hear of being side-tracked. Coach Williams compromised by letting Pete go in, but would not permit the new play to be used, so there was nothing left to do but battle it through on the old lines, with fast headwork, fast teamwork and smarter guessing. And did they come through? Brothers, they did.

So Pete went into the game, and stayed to the finish. The class of work he put on was such that only a few knew what it cost him. Guard Barton fought like a tiger when the ball got into his territory, and his perfect defense work prevented more than one basket being chalked up against us.

Forwards Sechler and Byrne handled their positions with more than their usual skill and adeptness. Their headwork, team play and general all around playing was a joy to behold.

Bill Clemes, center, beat his opponent to the tip-off about two-to-one, in spite of the fact that the other man was taller and had the advantage of more reach. To Bill goes the honor of sinking the last basket that placed us one point ahead and won the game. This dramatic play occurred just 43 seconds before the final gun. Immediately following Bill's goal, a printer got a free throw. His whole heart was set on making that basket. Taking careful aim, he tossed the ball and—missed. The final gun was fired and the championship was ours; by the most uncomfortably close score of 19 to 18.

Due credit must be given to the printers for the wonderful game they played, and had they scored that free throw there is no telling what the final result would have been.

They were worthy opponents, and it took good, hard, conscientious work to beat them. When we meet them again next year, in the season's games, we realize that we are going to have a battle on our hands.

The accompanying picture shows the bunch of champs that brought home the bacon for the I. B. E. W. HERBERT JONES.

L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

Continued from last month, on the good and the evils of our WORKER.

I contend the scribes hold first place in the JOURNAL, and I say they will, should and can warm the JOURNAL, and do add the spice to its member readers. From my experience as a scribe, I look to my fellow contemporaries for much of their good suggestions for our behavior, our progress and ultimate success. What is achieved in their respective localities are the results of the local union's efforts, and is noted by the scribe, and it is well it should be.

We are as saving about the expense of the International as our president suggests, and are proud to so record it.

In speaking about the scribe last month and his possible obsoletion, you take the heart out of him when you censor his articles, cut out important parts of letters, destroy his sentiments. I know, fellows; it has occurred to me several times. When the subject matter is laudatory, fine space is yours. We are told, "boil 'em down; space is precious." And when I say you have torn all pride out of him, you have destroyed the morale that founded the organization, by its efforts to sustain it.

We mean to speak plain, boys, and to you scribes I speak, because you and your local unions named as scribe and per capita subscriber of the Journal. Your 37 cents, Brother Broach says is what is assigned to the Journal, is paid by the local unions and you as scribe, their choice, is whom I am interested in. I say, let us have the spirit of yesterday in the Journal, as far as censorship of scribes is concerned. Never to cut off his information. Give him space. But, of course, he is not a "manuscriptist" by any means, and I have not seen any articles too long, but to destroy them would be to cut off his letter, as I have known.

Our Journal is taken up each month by the Cooperative Insurance Company ads. Two and three pages are used by this company, which is a profit earning company and stock is held by local union members and officers. I never have seen a statement how much, if any, of the stock the International

Office holds in the company, yet it does not pay any money to the International Office for ad space. I claim since it is a profit-earning company for its stockholders, the JOURNAL should charge for the space it uses on same per page as any journal of like subscription and reimburse the treasury, so this 37 cents will care for cost and give scribes more space, or get down to a small announcement, if gratis, so scribes can have space for their articles. You never see an ad in the Journal boosting the Benefit Association. Why, because it earns no profit? And all are members of it and so no mention is given. So, why permit the insurance company all this valuable space and cut down the scribes (boil 'em down!)?

Who would say cut Brother Broach off of space? No one. He is our International Scribe and the par excellence of all. Wisdom flows from that pen. And, boys, in a lesser degree, so do the boys along the firing line do their best.

I love to read the various slants of the scribes on the various ideas of the various subjects they write about. There is the amalgamation of the great mass of students on the large number of topics they no doubt are interested in. No two articles are alike, and it is good to go through them and enjoy a laugh and some important bits of philosophy.

I see our censorship is similar to our bosses, or any contractor, as far as that is concerned, and that is, "hit the fellow at the bottom." You take the cut, as Goody's cartoon portrayed in March. "Scribes, boil 'em ' let the other fellow who thinks his down. scientific wisdom should not be cut have space. Why chop off the other fellow who pays the bills, who mans the machine, who is the backbone of the union? If by the depression he gets no work, he must pay his dues, if he wants a voice or vote in the Brotherhood. And as a scribe he would be silent, should he be barred for lack of money, and pension also?

We don't see any article or mention of our pension system. It's not profit-sharing, either. Why give another organization space free?

Our city owns the light and power system and water system and the former uses water to generate juice, but pays the water department for the water going through the hydro. Why not the insurance company for our JOURNAL?

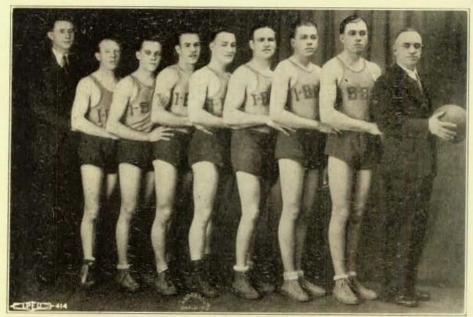
I've seen articles quite long, even in the last and preceding numbers, but subject matter seems o.k. Why? Our Editor may be like the scribes, does not like all sciences, studies, etc., but if some scribe does, should that shorten his article? No. Give us space. Charge for advertising, or cut them off. Make the WORKER pay. Give scribes expression space and let them have free press, free speech and if they pay, they should have it.

We shall not forget the ladder by which we ascended, and it has not been removed from the earth and by the rounds we climb upward to greater achievements. That ladder was the formation of the I. B. of E. W. Forum, and the scribes did the work. Why cut off their approach to service?

All worthwhile subject matter should have space, and we need scientific knowledge. Get it; print it; keep the foremost JOURNAL the foremost one in print. But for the morale of the scribe, give him expression.

W. A. LOBBEY.

EDITOR'S NOTE: Our correspondent writes as if it is customary for the scribes to be censored. This is an absolute and unqualified mistake. There have not been more than four or five deletions in seven years. Very little censorship is done, and this, in the



WON CHAMPIONSHIP OF UNION BASKET BALL LEAGUE OF DENVER

(From left to right) Manager Eugene Snowden, William Neish (sub), Keith Sechler (captain and forward), Neil Byrne (forward), Lester Barton (guard), E. E. Tucker (sub), Peter Clemes (guard), William Clemes (center), E. O. Williams (coach).

view of the Editor, for the good of the organization as a whole. Our policy has been one of the utmost hospitality to correspondents. If he will look back several years, he will see that we now carry twice to three times as many letters as were carried under what he calls the "spirit of yesterday," and this because of our policy of hospitality. Scribes do come first, but like the chairman of a meeting, the Editor at times must adjust the time of speaking between them. No one man can hog it all. At times, demands of makeup force the Editor to cut a paragraph. This is to the best of his ability the paragraph of least importance. This cannot be avoided. It is not true that favorable letters are run and unfavorable repressed. have been careful that this should not be so. As for the insurance ads, he speaks of, these are for the Brotherhood and not for the insurance company. The Family Group plan was a special plan worked out by this organization to benefit workers' families. If our correspondent is as inaccurate in all his statements as he is in his assertion that 37 cents of the per capita is spent for the Journal, he is not worthy of a hearing. The statement of President Broach was 10 cents -that is what the constitution prescribes.

This is the first complaint of this kind we have had from any source in seven years. If the right thing were done in this case, the letter would not be published or even given mention, as it is a pure misstatement of facts and all repetition. It could be all said in one-third of the space consumed.

L. U. NO. 120, LONDON, ONT., CAN. Editor:

The Brothers who think or were thinking about coming to London for a job please stay away, as there is not enough to go around, and what there is, is just enough to get along on. There are lots of card men coming here as there were a couple of buildings going up and they are up; so please do not come.

I think if we had some of our dues cut down some we could get a lot of new members here, but the dues are too high, so they say, for what they earn, and just will not join. Last meeting we thought we would write in for help and I sure hope we get it as there is lots of material here to work on.

I wonder if there is any way in which we could get our dues cut down? We are just a small joint local and it would help a whole lot, I can tell you, if we had some of it cut out. I would sure like to see some of the International Officers cut down the same way that ours has gone up, so just drop us a line and tell us how to do it and we would be very, very grateful.

We have had the misfortune of having one of our best members taken away from us the last month, Brother Walter Costello, of the P. U. C., and a member well to be remembered; one of the best of the boys and always for the boys at all times. sick very long but taken away quickly. Just a few days before, he was out to a You know what I mean, and he was all to the good then; feeling fine and was looking forward to the time he was going to return to work. We gave him his stag, little thinking that he would not be with us any more. We had to drape the charter and stand for two minutes in silence last meeting and we send our heartfelt sympathy to those who remain to mourn his loss.

ROY SERVICE.

We have no business now to feel the disability of old age before 90.—Dr. Bernard Hollander.

ATTENTION, SCRIBES

It will convenience this office very much if all copy for the July issue, be in our hands by June 24—one week earlier than usual. Let copy for the June issue come through as usual.

L. U. NO. 125, PORTLAND, OREG.

reported in my last letter, some months ago, we are still being assured that prosperity and better times are on the way and are just around the corner. formation as to how long it will take them to round the corner is quite hazy. The location of that particular corner quite indefinite-otherwise a number of the Brothers hereabouts who have not had work lately would try to meet them at the turn and afford them personally conducted "Welcome to our city." Many of the mem-"Welcome to our city." Many of the mem-bers of Local Union No. 125 have felt the pinch and inconvenience of being on short time during the past winter, and a goodly number have had no work to speak of. This is expressed, however, with a feeling of real gratitude that conditions have been no worse than they were, for it appears that this locality has not suffered so greatly from unemployment as other sections of the Pacific Coast.

I have noticed a peculiar trait of human nature, in this connection, of which I have not as yet exactly solved the "cyrology." I have heard more real complaint from men who were working four or five days per week than I have from men who had no job at all. The thinking man would expect to hear a grateful expression for even four days work per week, when so many are out of work entirely—but it doesn't seem to work out that way.

I watched a well known line foreman board a street car last Sunday morning, with a salmon rod and other equipment which indicated a day's employment on the placid bosom of the Willamette, hoping to "set his hooks" in the jaw of a Royal Chinook. The paper next day said that over 250 fish were taken—so he may have caught one. Some time, Mr. Editor, when you can lay down the cares of your office for a season, come out and learn what many of the boys consider real sport. How do you suppose it would feel to have 30 or 40 pounds of fighting fish on the other end of your line?

Local No. 125 is experimenting with a plan to collect first hand data on the amount of time lost, etc., by the membership, and, after a couple of months discussion, a form of questionnaire was sent to each member with a request that it be filled out and returned. For the next week or two it seemed that every "Brother of that great fraternity" who came my way jumped all over me, wanting to know, "What's the local up to now, asking all about a man's private business; what's the big idea?" Isn't it illuminating, Mr. Editor? The question had been discussed on the floor for four or five successive meetings—but someone wasn't there. Or if he was he was holding a private caucus of his own on some other topic. And then they wonder!

Ever hear of "Customer ownership?" Most of our members have. And many times when it wasn't policy to undertake a private caucus—so the import of the message—has been largely driven home. I sometimes wonder what customer ownership would mean if carried on to the ultimate conclusion. To the thinking man it would seem that Mr. Bellamy had a vision of it, some 40 years ago when he wrote, "Equality." I hope so.

But, as Andy said last night, "Ah, me! In the springtime ——."

DALE B. SIGLER.

L. U. NO. 130, NEW ORLEANS, LA.

Do not be misled by reports of prosperity in this vicinity being sent out by the Association of Commerce. This is the method always used by organizations of this kind to insure a surplus of labor.

We have a large number of members unemployed with no substantial relief in the offing. We all hope that when this depressed period has run its course, a more equable distribution of the nation's wealth will be made possible, by much needed liberal legislation, and for all time end the oligarchy we now have.

The financial overlords will bitterly oppose any attempt to wrest control from them, and labor must be armed to the teeth, so to speak, to be in any measure successful.

Labor has gained many influential friends during these trying times, which may, in the near future, more than offset loss of wages to many.

It is truly pitiful to read newspaper and magazine articles by Walter Gifford, Owen D. Young, Henry Ford and others. How their hearts go out for the hungry and destitute. I suppose one must be several times a millionaire, to understand their brand of philosophy.

LUCIEN J. JOSEPH.

L. U. NO. 132, MIDDLETOWN, N. Y.

Editor:

May I take this means of passing on to the Brothers one of the best analyses of labor's present condition which I have read in some time. Dr. Harry Elmer Barnes writing of the Anniversary of Brookwood College says in part: "Labor has made no decent and unified effort to exploit journalism, education, religion or the forum in behalf. The schools are in the hands of capitalist from the kindergarten to its behalf. graduate schools of the universities. If labor will not support agencies designed to give it publicity and intelligence, what else can it expect than its present lowly position. chief reason for this is the hangover of the absurd pioneer illusion that every American boy is on his way to the presidency. To be in training as labor leaders or as persons avowedly consecrated to life within the laboring class is stigmatic of servility. The whole situation is colored by the fact that education, like most of our other institutions, is contaminated by the psychology of the leisure class. Labor is not yet willing to admit that the great mass of Americans must be reconciled to the fact of being born, living and dying in the ranks of the workers. until there is such an admission, and until there is a general recognition of the permanence, dignity and rights of labor, there will be no labor journalism or education worthy of the name. When the progeny of workers are more proud of a certificate from a labor college than of a B. A. from some institute of higher learning there will be some hope for American labor.'

R. CULLEN.

L. U. NO. 152, DEER LODGE, MONT.

Editor

Another month has passed and work here has picked up some.

Two stubbing crews were started out in March of eight linemen and 20 groundmen. Work in the shops has not picked up and no prospect is in sight.

During the past month Brother Woolman has been very busy lining up the crews with good success, receiving traveling cards and applications, also appointing stewards in each crew. He also visited other places and the prospects are good for a 100 per cent organization soon.

Don't forget the annual rodeo at Deer Lodge July 3, 4 and 5. She's a go. We expect our general chairman this way soon to give us some help and we have plenty for him to do. Also International Vice President McGlogan has helped considerably and with the coming of spring we hope to have a real organizing campaign.

We have plenty of idle men in this part of the country to take care of all emergency work that may arise. Boost the Milwaukee Road and ride it whenever you can.

W. HULL.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

A few remarks regarding a change in establishing a more effective way to organize the state of Illinois, as well as to keep in touch with the work, to cover more territory along the same line big electric companies cover. It will be easier to learn about work over a greater area; it will cut the cost of maintaining locals and a reduction in monthly dues to the members; cut out meetings, salary of most of the officers and hall rents by working through one local. A system of keeping up cards when members are not working could be arranged. All business managers now on salary can be maintained and others can be placed so as to cover the territory better.

One dollar per month per member could be forwarded to the headquarters wherever that may be elected. For the I. O. P. C. and insurance to be mailed in by locals as are now established, a more detailed plan can be worked out. I really believe this can all be arranged and made workable, including affiliations maintaining most of the delegates. Locals could figure a budget for the year, as the expense would not change during the year, and the dues could be set to cover everything.

I would propose that the state of Illinois be divided into three parts to be covered by three locals. The northern part of the state to a line about north of Rock Island, Aurora and Chicago Heights to be the south line of that local. This would include about nine or 10 locals with a membership of about 10,000 to 12,000. The center local to extend from the south line of the northern local to a line south of Quincy across the state to south of Paris. This would take in about 19 or 20 locals, a membership of about 600 or 700.

The third local would cover the balance of the state, about four locals, and a membership of about 500 or 600. I believe that if this could be arranged the center and south local would double their membership the first year. The next year perhaps a more even wage could be had with some union conditions better than now in force. With the small locals which can not afford a business manager the chances under our present conditions are not very good and I can not see that it will change much, so I think we should get down to figure as to how a change may be brought about. It

would be nice if we could get some good suggestions and perhaps action on them; of course we do not figure on railroad locals in this plan as they now have a system. Let us hear from you.

F. C. Huse.

L. U. NO. 226, TOPEKA, KANS.

Editor:

Topeka now has a union man for mayor. We have had a card man who had no use for unions before this but our present mayor, Omar Ketchum, was president of the Topeka Typographical Union, a delegate to the Topeka Federation of Labor and editor of the Labor Column in the Sunday Capital. So you see he is a sure enough trades unionist. He also represented his union at the recent International convention.

Labor in Topeka now claims two successes in recent politics. First the defeat of Industrial Court Judge Allen and next the election of a Topeka Mayor. The open shoppers predicted dire calamity for conservative business but Omar will fool them there. If business suffers it will be the fault of business men.

The Hoover prosperity is still around the corner as far as Local No. 226 is concerned. So far we haven't been able to find out around what corner it has been hiding.

Vice President D. W. Tracy spent three days with us the forepart of the month and earned the regard and respect of not only the members of Local No. 226 but also the union contractors. He struck us as being an outstanding man of fine executive ability. He spent no time reciting past performances, as is typical of most organizers, but began immediately to get things started for us to talk about after he is gone. To say that he found conditions deplorable in Topeka and mostly because of a lack of co-operation among the men and among the contractors as well is stating it mildly, but the good part about it all was that he lost no time in telling both parties all about it. What we need now is some leader like

Brother Tracy to carry out some program.

The Woolworth job is finished and the million-dollar high school will be nearly completed by the time you read this and with nothing much in sight it looks like

hard times for the wire-twisters here.

The depression may be nearly over for some, but it's just starting for us.

Owen Butler was elected last meeting night to represent Local No. 226 at the State Federation Convention in Salina, Kans., next month.

J. R. WOODHULL.

L. U. NO. 230, VICTORIA, B. C.

Editor:

Much against our wishes the gaunt spectre of unemployment has cast its sinister shadow over the whole civilized world, and, though we have experienced recurring depressions in the past none of them appear to have reached the intensity and the seriousness of the present one. Much space is being devoted in the leading papers and journals of the day in discussing ways and means to alleviate the distressing conditions prevailing.

An article which appeared in MacLean's Magazine of April 1 by L. W. Moffit draws attention to an interesting parallel in England in the year 1922, as follows:

"In that year the English privy council issued orders that the clothiers, who had received the benefit of good times, should bear a part of the 'publicke losses' when times became bad. That this was more than a pious aspiration is shown by a further order that laid on the justices the duty of

seeing that the clothiers did not discharge in depression the workers who had served them in prosperity."

Mr. Editor, the thought instantly arises in our minds of what a difference it would have made if that had been made a permanent law applying to all trades down to the present time. The rapid accumulation of wealth in the hands of the few at the expense of the masses is largely responsible for the present situation. This same evil in the year 1769 caused the poet Goldsmith to write those memorable lines so often quoted:

"Ill fares the land, to hastening ills a prey, Where wealth accumulates, and men decay."

Are not the employers who have prospered largely through the faithful work of their employees responsible to a certain extent for the welfare of those employees when hard times comes a-knockin' at the door?

Among other suggestions advanced by Mr. Moffit to cut down unemployment is internal reorganization of large manufacturing firms. As an example he quotes the experience of the Procter-Gamble soap firm as follows:

During the depression of 1921 the head of the firm became interested in unemployment, and the idea of guaranteeing to his employees a given amount of employment per annum occurred to him. Soap being a prime necessity of life, it was revealed by investigation that although there were seasonal fluctuations, his firm sold approximately the same amount of soap each year. The sales system was altered to put the firm directly in touch with the retailers through district representatives, who each year estimated the probable sales in the succeeding year. The output was then allocated among the various factories and each was instructed to produce its allocation at an even pace regardless of seasonal sales. Warehousing was provided to take care of the surplus of production at times when sales to retailers were small. The firm guaranteed to each worker receiving less than \$2,000 per annum 48 weeks' work or pay each year, after he had been with the firm a probationary period of six months. In point of fact the average employment has been 501/2 weeks per year. The firm has gained considerably through having a more constant and loyal staff, while the communities where the factories are located have benefitted by having a population with a more stable income. Another suggestion was the increase of real wages. Mr. Mosiit argues, if industrial leaders see this situation as a whole they will see that their interests lie in increasing the purchasing power of those most likely to buy their goods and these surely are those who consume the largest percentage of the incomes they Higher wages and shorter hours all play their part, provided they increase the actual share of the worker in the product of industry, and give him sufficient leisure to consume that share. This last suggestion, Mr. Editor, is directly in line with that advanced by our own Journal.

The Brothers are deeply concerned over the prolonged illness of Brother Grant who is at present in the hospital and sincerely hope that he may soon make a change for the better.

Brother Sid Neville gently hints that the press secretary should can the stuff about old times and old timers and tell us something about the future and has ignored my advice to consult a fortune teller so all I can do for him is to recommend that he get a crystal globe or a ouija board. But say, Sid, it was the old timers who laid the broad, massive, deep foundations upon which that splendid edifice of the I. B. E. W. is being erected and it is up to the present generation of workers to continue that structure.

ture, story by story, ever keeping our golden emblem on the topmost roof so that in dark days of adversity workers may look up and seeing the glittering rays emanating from the hand may take courage and carry on, and just think how proud you will be to have your children point to that building and say, "See what pop did!"

The sudden death of our late Brother Robert Lorimer was a great shock to us all. His genial disposition and many amiable qualities had made "Bob" a large circle of friends.

He was initiated in Local No. 230 in 1905 and, with the exception of three years (1915 to 1918) overseas, his card was without a break until the day of his death and his sudden passing has left a gap in our ranks which will long be felt.

SHAPPIE.

L. U. NO. 245, TOLEDO, OHIO

Editor:

Local No. 245 has nothing this month of importance in the way of news, but we all like to boast once in a while; so settle yourselves down to hear a little boasting.

Another one of these stock campaigns is over and as usual the line department went over the top at the zero hour. Considering the present conditions it looked like a bad time to start a campaign but time, like tide, awaits no man, and as April slowly shook off the wintry blanket and brought us sunny spring, so did it bring us the stock campaign. It approached with a dread to the most of us but as there was no way to prevent it we gradually accepted it as something we could not shake off and got right to the task of disposing of it as soon as possible. quickest way to do that was sell our quota as soon as possible and every member of L. U. No. 245 agreed to try to sell our quota. And here is where the boasting comes in. When the thing was ended two names of members of L. U. No. 245 remained on the unselling list. Out of 18 names, only two were members. We have that knack of record making here that we are kind of proud of possessing. The local agreed to go along and we did.

EDWARD E. DUKESHIRE,

Editor

The Journal didn't have anything from L. U. No. 262, Plainfield, N. J., last month. I can't let another month go by without saying something. Now that spring is here and half gone and summer just around the corner and plenty of fish in the brooks to be caught, just stop and think of the days of a few years back, when there was so much work that you had to ask the boss a week or so ahead if you could get off for a day to go fishing with the gang. But things are altogether different nowadays. Most of the boys are busy going around to see if there is any work to be had. But you'll find a few of the boys out with the fishing tackle.

L. U. NO. 262, PLAINFIELD, N. J.

With all the nice weather we are having and to think no building started to amount to anything. The outlook isn't very good for the summer, sorry to say, and at present we have over half our local walking the streets. Some of the boys are picking up odd jobs as driving cars, working in stores, some in shops trying to make a little money to keep the wolf from the door. Others are busy digging gardens and a few are dressing up the old homestead with a new coat of paint. All you hear now is that it won't be long before the sun will be shining on both sides of the street and better times are coming. But, when? I ask.

I think the unemployment situation is worse today than it has been in the past year. Big concerns and factories and others are doing a lot to help the situation along by laying their help off. It is hard to say how this old world of ours will straighten out this depression. I would think a lot of these shiny seated swivel chair profiteers would get out and work for a living instead of figuring out some other way how they can make a little more money from their help that they have been cutting down from week to week on their pay.

These conditions are making longer bread lines all over the country. And cutting of wages isn't going to help to bring back prosperity and better times. What we want is work and plenty of it. We have all tried to build up a standard of living and that is what we should all stick by and cut out the talk of cutting wages.

How many of the other locals think that labor has reached its peak and is going to start backward as a lot of the newspapers state? It may appear so to some outside of our organization. But labor isn't dead and we are fighting back strong and trying to hold our end up, for when better times do come we can say, "It surely was a hard fight and we have gained our objective for the I. B. E. W."

Our business manager, Brother Hook, is doing his best to put men on jobs. He surely has his hands full with over half the local out of work and trying to place men on jobs when out-of-town contractors come into town.

Brother George Summers is still confined to his bed in the hospital but is coming along very nicely for what he has gone through. It will be a long time before George will be able to handle the tools. We hope to see our sick Brother out in a couple of weeks. I know all the other Brothers will be glad to see him.

Not so long ago a large bird dropped in and left a six pound baby girl, Barbara Ann, to Mr. and Mrs. Western, and they are very proud of their new arrival. Mother and child are getting along nicely. And little duckie, wockie—Papa Western, so I am told, talks of nothing else but that new baby to his helper all day long. Why shouldn't he? I said; now he will have something to talk about for the rest of his life.

All of the boys on the Somerville Steet job would like to know if Bob Cartwright has carted home any more girls tied to the back of his car. I guess poor Bob was a little worried when he received a phone call from Somerville that night, his wife receiving the call, who said, "Bob, it's for you, and it's a girl's voice at the other end." I'll bet there surely was a lot of hot talk between Bob and his wife before the night was over, trying to explain. He didn't know anything about the girl being missing from Somerville that night. But the joke was all up when Bob went out to put his car in the garage and found a dressmaker's form tied on the back of his car all fitted out with a hat, dress, shoes and all dolled up to look like a real person. That will be one joke the boys had a hand in they will never forget.

JACK B. PATTERSON.

L. U. NO. 292, MINNEAPOLIS, MINN.

As the human race builds its history out of the various phases of an ever changing development, the expression of a progressing sociological evolution, there appear, from time to time, certain eras or periods in that development, each with its distinctive feature or features, which mark it off from the others and which impress its characteristics upon the thought and behavior of the time during which it is in the ascendancy.

At present we are in the commercial and mechanical age and it has markedly im-

pressed its character upon all the phases of our modern culture.

On the mechanical side, the influence has shown itself in a tendency to an exaggerated estimate of the value of material things and a consequent relative subordination of human values; it has also found expression in an over-stressing of, and the assigning of a disproportionate importance to those material factors in human relations and the more material values in human welfare with the result that those equally important, immaterial factors in the relationships of mankind, such as mental attitudes and reactions, and immaterial values in human welfare, such as happiness, contentment, satisfaction, self-respect, etc., have been very much neglected or even entirely lost sight of as of little or no importance.

The influence of the commercial phase or complexion of our era has introduced complicating factors and tended to greatly aggravate the condition, not only on account of its tendency to measure all values on the basis of monetary profits, but also because of its viewpoint, and consequent attitude toward all human activity. Example: Standards of efficiency, production and distribution of commodities, labor saving devices and other inventions, education, scientific research and the functions of political government. Activities, along any of these lines that are commercially practical, i: e: commercially profitable, receive the hall-mark of approval; if not, then they are looked upon as useless and valueless.

The result of all this is that, practically every human activity is dominated by the spirit of commercialism and evaluated on the materialistic basis that is the outcome of the influence of the mechanical age on our modes of thought.

The field of sport, the united charities, educational institutions, penal institutions, news dissemination, entertainment agencies, fraternal, secret, labor and political organizations, art, literature and even the churches have all been more or less commercialized and the gauge by which their success is principally measured is their financial solvency. The spirit of competitive fair play, of sympathy, service and helpfulness, the dissemination of knowledge, news, entertainment, information and beauty, the spirit of brotherhood, fraternalism and party principles, have lost the merit of being basic and fundamental purposes and have become only matters of secondary and minor importance.

In many fields of human endeavor we hear the assertion made that "the matter must be put on a sound business basis." To a considerable extent and in most of cases this is true. We are living in a commercialized world and the institution, like the individual, if it is to survive, must adjust itself to its environment. The fault, if fault there be, is not with the institutions but with the spirit of the times.

However, no matter how necessary under existing conditions the matter of some commercializing of our institutions may be, the fact remains that in our eagerness to thus conform to the demands of our environment, we frequently lose sight of the value of those elements of a less material nature. which have been the fundamental and vitalizing principles of our institutions, in the past that have made them, in many cases, powerful living forces in the community. Much of this is exemplified in the labor movement, and our own organization is no exception. We are building treasuries and paying representatives to handle our business and enforce our rules. We are preaching efficiency and speed and in most cases will fight harder for overtime than we will for the five-day week and we are doing many other things that the existing conditions have been the cause of. A large part of this is necessary; in fact, almost inevitable, as a result of the circumstances of our struggle for existence. Along with this, and largely as a result of this, has developed certain conditions that in my opinion some effort should be made to remedy.

The I. B. E. W. has had a notable measure of success in maintaining its prestige in the great struggle. It stands today a strong, progressive, financially solvent organization and well to the forefront among the others of its class. So much all to the good, but there is another side to the picture.

Many changes have taken place in the last 25 years, and what a change, in the spirit, of a large portion of the membership of the Brotherhood. Today when a job does not look right to us, we call for the B. A. In the old days, we told the boss about it and if things didn't happen and happen quick we walked off the job. Of course, this did not make for dependability and dependability today is a necessary loyalty to the organization in the maintenance of its integrity, but what I wish to show is that much of the old spirit of independence is gone. Gone, or going, also is the old time spirit of fraternalism and brotherly helpfulness. In its place we find cold-blooded business competition. We are running the Brotherhood on business lines, and as I have said, this is largely necessary, but let us not lose sight of some of the results. Many of our members are not union men from principle but for They are "what they can get out of it." buying protection on and for their job. is simply a business propositoin with them and they obey the rules not because they wish to, but because they must; a matter of coercion instead of loyalty.

Understand me, I am not blaming these conditions on the Brotherhood or on the I. O., or on the present policies. Our Brotherhood is, if not the best, at least as good as any craft. The I. O., in my estimation, is doing splendid work. As to the policies of the organization, in the main, they are absolutely essential to meet the exigencies of the time. The fault is not with the organization, but with the condition she is called upon to meet.

W. WAPLES.

L. U. NO. 298, MICHIGAN CITY, IND.

Editor

Local Union No. 298 is a mixed local with about 50 per cent wiremen and the others working at linework, signal work and other branches of the trade. We have a fairly well organized town with a wide-awake Building Trades Council. Heretofore we have not been able to get the industrial maintenance work as a rule, but we now are inaugurating a movement especially for this purpose and have hopes of making this kind of work a most important part of our business. We are included in the Calumet district which is destined to become one of the greatest industrial centers of the world in the near future. At the present time few of our members are working and those few only part time, so we have nothing much to do except plan for the future.

Our linemen members work mostly for the Northern Indiana Public Service Co., a part of the Insull system. We also have members who have scattered throughout the country since job hunting has become so popular.

A short time ago an effort was made to unite the locals at Valparaiso, Ind., and Laporte, Ind., with our own local. This move was partially completed, Laporte threw in with us and when conditions become more normal, the beneficial results for all concerned will appear.

It would seem that we have an exceptionally good set of officers for this particular

local if one can judge by the lack of interest shown at election time. Everyone must be well satisfied as there are seldom any new candidates for the various offices.

Our local is too small to finance a school, that is a regular school with a variety of subjects such as are handled so well by the larger locals. We want something that will serve the purpose but will be better suited to a small outfit like ours. We'll welcome suggestions.

During the past two years we have been working on a power house job for the N. I. P. S. Co. here. Many Brothers from other locals were in here working on this job from time to time. This work is now complete and we wish to thank all those who worked with us on this job for helping Local No. 298 to put it in without a slip of any kind and with credit to the I. B. E. W. PHIL CALLAHAN.

L. U. NO. 306, AKRON, OHIO

Editor:

Akron solves unemployment problem. I will endeavor to tell you how it is being done.

First. After farm relief measures pass your legislative body, give three cheers,

Second. Have industrial heads lay off more workers and cut wages from 10 to 25 per cent.

Third. Have your city council get an idea. Almost anything will do, just so it is an idea. They all mean well "maybe." Akron's idea is gardening vacant lots all over the city.

Fourth. Call all hungry, starving, unemployed together. Tell them you have an idea, "and what is." Tell them you will award them a plot of ground to make a garden. And, of course, if they have strength enough to spade it up and plant it, that in three or four months they may have something to eat. That is something to look forward to.

Fifth. Have one of Mr. Hoover's emergency employment committee come in and investigate. He will no doubt greatly commend the city fathers and industry heads on the wonderful progress they are making and the great interest they are taking in the unemployment situation. He will tell you to go back to the farm. For what I don't He will tell you that possibly business might improve in 1932, but can see nothing definite. He will make a speech, get plenty of publicity, so people will know that Mr. Hoover has a committee out making another investigation. He bows, walks out, and your unemployment problem is solved. "Oh." Here is where the farm relief comes in. The farmer feeds his produce to the hogs for relief.

Here are a few lines from our daily press:

(Head Lines.)
Hoover Board Member Says Garden
Project May Solve Unemployment.

Asserts Rubber Capital Offering Example For Industrial Centers.

(I wonder if it is by cutting wages.)
(News Item.)

"Akron is the only industrial community in the country that has undertaken to solve its unemployment in a big way, and while officials and citizens of other cities are idly wringing their hands and sobbing the blues, Akron has put its shoulder to the wheel and is already getting results."

That's all there is to it, boys. If you are troubled with unemployment in your community, just make a garden and your troubles are over.

Anyone desiring further information on this idea, or if you want a garden plot, I will be glad to help you out—if I can.

W. H. WILSON,

L. U. NO. 317, HUNTINGTON, W. VA.

Editor:

There has been very little work in this vicinity and only a very small number of our members have had steady work. I have been fortunate for about five months but had an idle period before that and now the job is about completed and I am off again, but expect a little more work on the same job in a short time. I will send in some pictures as soon as the job is done.

We have been endeavoring to get a city electrical ordinance through in Huntington so as to aid in eliminating some unfair competition. This called for each master and journeyman electrical worker to be licensed and all journeymen must pass an examination before a license will be issued. If we succeed in putting this across, it will undoubtedly help us wonderfully.

We have lost several fair sized jobs lately to unfair contractors and since things have been so poor anyway, the loss of these jobs has hit us pretty hard. About half of our membership has been out on the road, but it appears that our local is now worse than the majority of others. There seems to be a slight pickup in work; that is, some of the Brothers who are employed are getting a little more work, but there have been no additional ones employed as yet.

There has been some improvement in the street lighting in our city. All of the main streets in the Twentieth Street section, known as the East End, but now miles away from our eastern limits, have installed bracket type monolites and, of course, the distribution of lines were placed at the top of these poles. All of this work was done by the power company, however, and did not aid us in the least, but nevertheless we liked to the see the improvement as it will encourage others to go ahead with contemplated improvements. There is already some talk of installing similar equipment in the Ninth Street section known as the West End. These installations are bound to help even if only indirectly.

We of L. U. No. 317 are still holding on and hoping for the better times just around the corner. They are bound to come and our problems will be ironed out; just how, we don't know, but we feel confident that they will and of course they can't be worked out too soon to suit us. Our attendance is very good, but I believe it was some better when we met each week instead of twice a month, as some of the Brothers do not seem to keep the dates straight. Then, of course, attendance is always better when everybody is working, and we hope this condition will returned again before many weeks have passed.

R. A. PETIT.

L. U. NO. 329, SHREVEPORT, LA.

Editor:

At our last regular meeting I was appointed to finish out Brother R. C. Horn's unexpired term as press secretary and no one knows better than I the difficulty of this task, as Brother Horn made a very capable secretary, being a deep thinker and broad-minded.

Before we proceed farther let it be known now and forevermore that this column in no way reflects against Local Union No. 329 and that I will accept full responsibility for anything appearing herein. Now that you know me no better than you did at first, we may proceed with the

regular order of business.

First. There have been no radical changes since our last letter to you, the same old faces are seen every day; which, of course, is something at that; but how we would rejoice if only we could see a new man put to work now and then. New voices would be music to our ears and to see the boys coming and going as they pleased would be wonderful indeed.

We are still working the five-day week as we have since last November and have hopes of making it permanent and thereby gaining something worthwhile out of this "slight" depression we are passing through.

Spring is with us and the boys who are not trying to work off their last year's rain checks are cleaning out the old tackle box, painting boats and getting ready to pay five cents each for a one-cent minnow so that they can lug home a two-bit fish and five dollars worth of sunburn. "Shorty" Russel and "Curley" Hudson will appreciate this news and no doubt head south on the first manifest.

It is rumored that there will be a second annual picnic staged by L. U. No. 329 some time in the near future. If it so happens we will try to have a swimming contest in order that "Curley" Hudson will have some competition and not have the whole lake to himself.

If this should come to the notice of Brother Jack Gibbs will he please write the F. S. as he has news of importance for him.

DICK MINER.

L. U. NO. 334, PITTSBURG, KANS.

Editor:

Local Union No. 334, of Pittsburg, Kans., is still in existence, and is going to be a live wire from now on. We are meeting regularly and each and every member is active.

There is not a great deal of work going on here at present but we are very hopeful that in the near future conditions will be better.

International Organizer Rudewick has been with us for a few days and had our new agreement signed by all electrical contractors here. Brother Rudewick gave us a talk on what we can accomplish here and what our organization can do. We had 100 per cent attendance and each and every member promised not to miss meetings. Brother Rudewick sure earned the respect and appreciation of our membership. A. D. STUCKEY.

L. U. NO. 353, TORONTO, ONT., CAN. Editor:

Hello, everybody! Here's hoping things are on the mend all over America. Somehow I feel that while things are undoubtedly on the bum this condition has been aggravated by a lot of hard luck talk on the part of the people who are drawing the same salaries as two years ago.

Following investigations as to the details of unemployment relief as carried on at New York and Chicago, we appointed a special committee to draw up a plan suitable to Toronto. Brothers Joe Godden, William Brown and Ted Curtis along with Cecil Shaw and the business manager, are the

appointees.

A special meeting was held last Wednesday to discuss the finding of this body. The report submitted along with the legal advice was adopted as read, after several hours of intelligent discussion. As a result members in financial difficulty now have the machinery for the receipt of loans. The amounts are moderate, but sufficient to look after a man's needs until building picks up.

Although we have some 200 men entirely out of employment or on very scanty rations, only 10 men applied for assistance at the first meeting of the committee. With the adoption of the emergency report, the committee will now start to draft something permanent to apply after the month of July, Joe Godden is chairman, William Brown, secretary, and Cecil Shaw, trustee. Curtis and Selke also ran.

Our educational committee has wound up the Saturday morning lectures, with every likelihood of a resumption next fall. This local of ours seems willing to try anything once, and this latest innovation was a knockout from the first. The meetings were well attended and earned very favorable comment from a hostile press. Bob Smith, Frank Love, M. Pollock, along with J. D. Woods were the members mainly responsible for the success of the venture. Not forgetting the boys who by attending so regularly encouraged the speakers to their very best effort.

We had some trouble with the local plant of the Photo-Engravers, Limited, a company which is 100 per cent organized in their own craft, but which will not employ union electricians under union conditions in their new Toronto plant. When approached along the lines of co-operation between the two unions, as outlined by the American Federation of Labor, one of the company officials, who claims that he carried a card all his life, told Brother Shaw and your correspondent that he saw no reason for hiring union electricians. Apparently, other locals besides our own have some of this fair weather type of member.

However, they always find their own level. A couple of the lads worked on this job, under unfair conditions and are now suspended with a \$500 fine tacked on to prove that we play for keeps. Two others took a chance on ratting it this past week and in the little town that I come from two and two make four.

Don't do it, boys; your card in the Brotherhood is your meal-ticket for life, and protection for your loved ones after that. Why trade it for a few weeks' work on a job that is breaking down conditions it has taken so many years to build?

After many weeks of discussion it appears that we have finally come to an understanding with the exhibition board as regards the hiring of union men at the Canadian National Exhibition. If the authorities out there live up to the agreement made with us as honestly as we intend to stick to ours this local union will show Toronto a Labor Day demonstration that will open the eyes of critics everywhere.

Well, that will be all for today. How are things in Los Angeles, Eddie? I have been wondering whether you have received my last letter. Not the one with Jack Tippings' home brew formula, but the next one. Let's hear from you.

A year ago I tried my hand at astrology, forecasting a year's happenings in this local. If I don't leave well enough alone and quit pounding this typewriter while the six wee ones are asleep, I can make one more prediction. There will be no one to read this letter in the next JOURNAL, if half the threats that have rumbled down the stairway this past half hour are serious enough to annihilate yours truly. That's me all over; always master of my own house—sometimes.

FRANK J. SELKE.

NOTICE

This is to advise the members of Local Union No. 36 that Sections Nos. 1, 2, 3, 4, 5, 6, 7, 8, of Article VI have been repealed.

P. II. GREENHOUSE, Financial Secretary, L. U. No. 36, Sacramento, Calif.

L. U. NO. 406, STRATFORD, ONT.,

Editor

At our March meeting we were delighted to have with us our good friend Brother McEwan.

Since Brother McEwan took over the position of general chairman on C. N. R. lines a very strong link has been formed, I believe, between the membership and the organization.

It gives an added sense of security to know that we have a live wire (Brother McEwan), properly installed (that is paid by the membership), ready to apply to our service whenever we need more power.

Our general chairman spoke with optimism with regard to the outlook on the C. N. R. system for the I. B. E. W. and its members.

He paid tribute to the good work being done by his co-partner, Brother Macintosh.

The progress being made by these two Brothers in the lining up of men into our organization proves that much time and energy are being spent in that branch of their work.

We are finding the new constitution working smoothly in most of its rulings.

The executive board functions well and succeeds in dealing with ordinary routine matters efficiently and also submitting reasonable recommendations to the regular meetings of the local union on such matters as they feel an expression of the membership is needed.

The rule debarring helpers and apprentices from having a voice or a vote has succeeded in destroying all interest in local union affairs to these members and because of that I am in favor of an amendment being made to remedy this condition.

A rather severe snow flurry falling at the present time outside has succeeded in cooling my enthusiasm for further writing today. Perhaps a statement such as that coming as it does at the end of April will cool the fevered brows of some of our good Brothers in the seuth and give them the ambition to write their lines to the JOURNAL.

K. COCKBURN.

L. U. NO. 427, SPRINGFIELD, ILL.

Editor:

It seems as though in my article in the March Worker pertaining to the jobbing electrician, the last paragraph has caused some controversy, at least in Local No. 427. I stand corrected. It should have been somewhat plainer. Speaking of automobiles being used was meant for the journeyman that was doing the jobbing work, and we all know that each shop has one or more machines for that purpose. We are not advocating the use of autos in general, and where a journeyman does use his machine the employer must pay for the gas used and keep up the insurance. This is demanded in all of the working agreements that I have read.

The March Worker is just full of very interesting news, and if all the members of the Brotherhood would read it and digest some of the good points that Brother Broach has brought out they would be benefitted by it. Comments by our worthy president are very timely, as we are all wondering how and when times are going to be better, and how are the International Officers to push ahead when they are handicapped with a small group of coworkers to do the work, when in fact it will take a small army of workers to do the work in the way it should be done.

We must strike while the iron is hot so as not to lose the ground we now hold. If you will read between the lines of the writings and speeches of the big shots of industry, banking, etc., you will see that they are on the front line ready to cut wages if possible, and try to weaken local unions throughout the country. Now if it were not for the unions where would we be today? So look well to your laurels, and keep up the good fight, and back the men who do see the light and are not classed with the wage

The testimonials against wage reduction are very good; wish there were more men like them. Here in this city one of the branch stores of a large Chicago catalogue house has the habit of laying off their help for a day or two per week without pay since business has been on the downward trend. In my judgment this is unjust as the men so laid off have no control of the bad times, and when times are good these same men are compelled to work overtime and get no extra pay. We can all see why this is done, the manager of the store must make a good showing at the end of the year, and uses this means of keeping out of the red, or else getting the employees to work for less.

Brother Morrow, of L. U. No. 200, has given us food for thought, but I am afraid he is some years ahead of his time, so we cannot agree with him in regard to having one local union in a state, as the wages and working conditions, by-laws, etc., are so varied in different localities that it would be impossible to work it out. But we could divide the states into sections, as for an example, our state, the state of Illinois. The northern, central and southern sections could be handled very nicely, as each one of these sections have about the same conditions in the same locality.

There could be a field business manager for each section, and the field business manager could appoint someone to look after certain localities and report to the field manager, the same as the insurance companies do, and we believe that the time will come when the I. B. E. W. will have to do this, as they are insisting that the business of the locals be carried on in a business way, but there are too many locals and a very few of them can finance the operation of their local as it should be. We know from the short time that this local has had a full time business manager it has been to their advantage. It is a man's job, plenty of hard work and long hours, but it is a very interesting position to have, as it puts you on your guard at all times. You come in contact not only with the members of your own local union, but from a good many other locals, and you can always learn from most every one something that will be to You also meet the archiyour advantage. tect, contractor, builder and state, county city officiels, as there is always some work coming up that will bring you in touch with them, and a good business manager must be able to cope with the best of them, and be sure of yourself and do not lose your head. If this is done you are very apt to lose your case. Every man can not be a successful business manager and if any local has a good one, or one that has the making of a good one, he should be given all the support that he asks for. But this is a very hard thing to get, as there are fault-finders in all local unions; always knocking instead of helping and boosting. If this last statement hits anyone who reads it, I trust that he will take it in the spirit it is given, as we all do not see the right point in the same way, and none of us are infallible and we are all full of faults, and can be corrected, but be sure you do not make the same mistake a second time.

Kill the circuit is a very good slogan and we believe it is done by every thoughtful man who knows anything about the handling of the greased lightning. The March issue stated facts and gave us statistics on this subject, and if the truth were known most of the accidents that have happened were caused from defective material or workmanship, the work having been done by a novice, a school boy, or one of those handy men that are found in most of the big stores, shops, factories, etc. If the employer of such men could only realize that they are the cause of these men doing the work they would soon put a stop to it and employ some one who has put in years of hard work learning to do the work and knows how it should be done, they would be money ahead.

Last February we had a fire in one of the largest department stores here, and the writer had recommended to the manager of this store that he make necessary changes in the electric lighting system that they had, as it was in very bad shape, and explained to him that it was poor policy for him to let his handy man do the work. This was in the last week of November, 1930. After the fire I called upon this manager and he told me that he believed that I had given him the right advice, but that it was too late to make amends.

Another case is where a father put up a long extension cord made of green cotton lamp cord and a brass shell socket; bought the material at a 10-cent store and was told how to put it together, and how to fasten it on to the wires in his basement that had the virgin soil for a floor. He did the best he knew how, but the wire in the socket touched the brass shell; he had forgotten to replace the fiber lining. His 12-veardaughter wanted to turn on the light after he had put on the cord and turned on the main switch. The girl touched the socket and received a severe shock; had to be taken to the hospital. The city electrician was called in and found that the above statement as told was the cause of the girl being shocked because of defective work.

The plumber is better protected in his line of work than the electrical worker. They have some very good teeth in their laws, but no matter how many laws there are, you will always find some one who will cheat. Our city inspection laws in most cities are not stringent enough, and we should see that the electrician at the head of the bureau of electricity has the authority to inspect all work that is done within a certain zone beyond the city limits, as the outlying districts as a rule are taken into the city in a few years. But the electric work was not inspected. They have all the protection that the city folks have in regard to fire but pay no taxes to keep up this department. plumbing inspector has power over any and all work which is in any way connected with the water, and sewerage system of any city. That is a state law. Let us keep up with the plumber as far as laws are concerned. other respects we are at the head of all local unions.

ATTENTION, SCRIBES

It will convenience this office very much if all copy for the July issue, be in our hands by June 24—one week earlier than usual. Let copy for the June issue come through as usual.

Would it be a good thing for the I. B. E. W. if all electricians had to have a state license? Please let us hear from you on the above question, as we believe there are some states that have such a law. Now come on some of you scribes and try your hand at letting the world know how the law works.

HERMAN H. ARMBRUSTER.

L. U. NO. 488, BRIDGEPORT, CONN.

Editor:

There is one who deserves a great deal of praise and credit and will get it from our organization—namely, Charles D. Keaveney, International Vice President, of the second district.

For his tireless effort, square dealing, and fearless, and efficient methods during the past few months in this local union while readjusting our affairs, reorganizing our business system, and knocking pet policies and systems "galley-west" we owe this man untold thanks.

He came when we were muddled and confused, got right into the heart of things, and worked untiringly to show us the way out; stood on his own feet, asking no favors nor granting none, and all he knew of the result was that he had done his work and received a sincere vote of thanks from the members which came from the heart of most.

This local union is indebted to Brother Keaveney and hopes that his efforts will not have been in vain. I might say here that he has given us a new perspective in our ways of thinking and healed many thorn thrusts in our sides. We heartily wish him his continued success and we know that we may in the future look upon him as a friend and not just as an International Vice President.

Of course business in this locality is about as it is in most places—slightly decomposed—but the men affected have managed to smile through it so far, even though the smile was forced at times. Unfortunately the burden has been on some of the trail blazers of the organization—men who have worked hard for the local in years gone by.

Local No. 90 of New Haven stretched a helping hand last fall to some of our members and Local No. 35 of Hartford gave all the boys of No. 488 who were loafing a stretch of several weeks' work which is deeply appreciated by the men who worked there, and we take this opportunity to thank these Brothers for their courtesies.

Not long ago Brother Gallagher got real confidential and told me he'd be willing to even accept "a job as a bartender" someplace until things were a little brighter. Can you imagine that? Of course we know that increased consumption of goods means an ultimate return to normal conditions but I've wondered which would give out first—Jack or the beer? Later on Jack insists that he swore off so I guess it will be a long time before business returns to normal.

Our headquarters in Bridgeport (the Metal Trades Hall) was damaged by fire to the extent of \$20,000 last week and every unemployed building trades man feels that the efficiency of our fire department spoiled an otherwise good job. Everyone wonders why the fire was put out. I wonder?

Baseball season is at hand and Manager George Mylen of the electricians team for the past two seasons hopes to be able to have the electrical workers represented this year as a dangerous competitor for the Building Trades Championship. We wish him the best and trust he will bring home the bacon that has been stolen from our pantry for the last two years.

I often wondered if other locals in our Brotherhood have any baseball teams, and would appreciate hearing from any that do in order to learn whether or not they produce results.

Now that spring is here and summer is in the offing I hope all our fellow members will brighten up and remember to order their coal early so as to get summer prices

(and all that sort of rot).

Here's hoping it will be a brighter summer and that the clouds we see now will melt into vapor, leaving us high and dry on the road to golden prosperity that has been so beautifully pictured by the famed artist, Charles M. Schwab.

See you later.

BILLIE GRIFFIN.

L. U. NO. 500, SAN ANTONIO, TEX.

In keeping with the policy of our worthy International President to meet problems as they are and find the trouble, even though it is painful to some well meaning Brother, it seems as though we can all do a good deal housecleaning in our several localities without doing any particular harm. On the contrary, if everybody got as busy at that as they do when some contractor says, "We'll have to step on this one, it's a good customer and I figured it a little low," the results would be startling to say the least. Will mention a few of the most noticeable trash catchers to get the broom started in the right direction in this imaginary housecleaning campaign.

The first item on the cleaning list had ought to be jealousy. Just watch a Brother better himself a little and then hear them howl. Not much union spirit there.

The next on the docket is greed. know the fellow who tries to balance his dues with his sick benefits, still howls like a Comanche about a 50-cent assessment. There is something lacking in the union spirit there.

The third item is lack of co-operation with the duly elected officers of our locals. Page the sensation gang that never attends unless it is some special occasion worthy of their august appearance, and then do they appear? And how? With boots and slickers, in a body, to see that no liberty hating officers (of their own choice) shall take any undue liberty with their just, or imaginary, rights. Now there is evidently some union spirit lacking in that case.

We could go on and on for several pages, but the worthy Editor says, "Make short," so will close with a sure cure for the ills just mentioned. It is just a small measure of fairness, a willingness to give and take and not put the accent on the take. Try to apply the golden rule a little closersay, about as close as we would apply the other kind of rule on a government pipe job.

WM. CARLSON.

L. U. NO. 544, HORNELL, N. Y.

Editor:

Well, he is in again, and I suppose the Brothers off and on the good old Erie wonder why. We have a lot of news around Hornell in matrimony and otherwise. While on the subject of the above allow us to introduce our newlyweds-our little Junie Murphy hath taken a bride some time ago, also our old faithful playboy of Hornell-Donald Soop has taken the vows and we hope for them all the luck and success we wish. On the other hand our populace of this city is not failing. Brother Smith was the proud father of another son, and not to be outdone Brother Turner is passing out the cigars for a new-born daughter. Best wishes for them also.

Excuse me, Brothers, I nearly forgot, none other than our pal B. J. Lynch has also leaped into the seas of marriage, and I send my sympathy to all the above. So you see it doesn't look like hard times here although we are on short times but are getting in fair time. With summer just around the corner the boys are full of pep and what have you. Ask Brother Mont-gomery, he has some!

Boys, Local No. 544 is busy shaping up baseball team and challenge locals for the L. B. E. W. championships. infield is very strong this year, consisting of Brother Watt pitching, Moun catching, Bromley, third base; M. Gorden, at short; M. Murphy, second base, and J. Delaney at first, and they know their onions at baseball, For games address our local to B. J. too. Lynch, manager. What has become of our locals on our system, do they exist? Well. write up, Brothers, we enjoy reading your comments and we don't get to town often here in the wilds. Well, Brothers, I'll admit you have suffered enough for this month with this so cheerio, see you again soon and don't forget your duty, meetings once a month and bring your dues.

WINDY.

L. U. NO. 549, HUNTINGTON, W. VA.

A century and a half ago the colonies of this, a new country, engaged in war with the mother country for freedom. One of the principal causes for that epochal conflict was what is known as taxation without representation. Needless to say our country emerged victorious. Its citizens were given the power of the ballot in the selection of their public officials. At a later date even the negroes who had been brought to this country for the purpose of slavery, were emancipated and likewise empowered to vote according to the dictates of their own minds. This by constitutional provision which states that "All men are born free and equal."

At this late date then, doesn't it seem strange that an organization, which for its achievements, must needs depend on a unity of purpose and intense cooperation through-

Saga of the Electrical Gnomes

Composed and Copyrighted by GEORGE ALGAR Local No. 58, Detroit, Mich.

Old Man Volt threw out his chest, And yelled out loud, "I'm the world's best." Old Man Amp in great dismay Yelled back at him, "How do you get that

"Well," said Volt, "don't you realize "Yes," said voit, don't you realize
I'm the great power? Look at my size."
"Yes," said Amp, "they keep you in
With a skin of rubber, oh, so thin,
But for me they will supply Lots of copper to let me by."

Then up jumped Ohm, he couldn't resist
The great reactance of desist.
"What about me, don't I come in?
They have to cut me down to let you
fellows in."

Then they chorused with very great pride, "All the world is on our side—
Old Man Volt, who gives the jolt,
Old Man Amp, who lights the lamp."
Old Man Ohm shouted from his tower,
"Together, boys, we are THE POWER."

Little Old Watt sat there uneasily.
"They seem to think I'm so measly,
I suppose that I amount to nothing at all,
Because my name sounds so very small, But let me tell you, and get this right, If it wasn't for me exerting my might There'd be no such thing as energy. That's my name, so, don't trifle with me. If you think I'm quiet just hear my bark When the breaker trips out and causes an arc."

Old Man Magnetic was sleeping yet, While Volt, Amp and Ohm wove their net. When all of a sudden he opened his eyes And raised his voice in great surprise, "To think you fellows this power should claim!

When you throw your stones, where do you aim?

Have I not a very great power?
I turn the motors hour by hour.
Man has devices to keep you in,
I penetrate everything, thick or thin."

Old Man Farad, jumping into the light, Opened his face and shouted with all his

might,
"I'm on the job both day and night.
The way you fellers holler is just a fright.

Just let me whisper in your ear, I'm the silent ghost they have to fear. A mysterious power is invested in me. I'm the guy that they named capacity. If my prowess you should doubt, Just see what happens when you leave me out."

Old Man Joule was out for a walk, While on his way he had heard this talk. "Of all the bunk I have ever heard, This line you are throwing is the most absurd.

What would you fellows do if it wasn't for me

Your efforts wouldn't amount to one, two, three.

I'm the great DEMON, they call me WORK.

'Tis I that starts the world off with a jerk.

I'm the only thing that is worth while, I'm ahead of you fellows mile upon mile."

Old Man Absolute System figured it out, "There's not one of you guys that can count.

When it comes to figuring they always

use me.

Because I give the answers so correctly.
I can wield the whole bunch of you—
Volt, Amp, Ohm, Watt, Joule, and Farad,

So, without me where would you all be? Out on the scrap heap, if you ask me.
So, if at any time you're in doot,
Just refer to me, your old friend,
Absolute."

Old Man Dyne pops up using his force, "Say, you fellows, get off your horse. Stop showing each other who's the great guy.

I can straighten this out, if you'll let me try.

Each one of you is right, each one of you is wrong-

Just stop your solos, all sing the same

song.

Concerted effort helps each one
To live and fight till the battle's won.
'United we stand, divided we fall'— Not only we, fellows, but man and all." out its entire membership, should embody within its constitution a law entirely adverse to that great principle for which our forebears gave their life's blood?

Section 16 of Article XVIII reads: "Apprentices and helpers * * * shall have no voice or vote at elections or meetings."

Section 11 of Article XIX, states: "No member shall be eligible for office * * * unless he has been a journeyman member."

In my personal contacts with helpers and apprentices I have not found them masonic nor have I found them adverse in policy generally, to the journeymen. Their numbers in proportion to the mechanics is about one to four or one to three so that it would be fairly impossible to overrule the wishes of the mechanics in a Local Union save in those places where the mechanic is listless as concerns his own welfare and does not attend meetings.

The consequences of this constitutional law are not at all beneficial to the order. This voteless class, young bloods mostly, will not attend meetings (if indeed they are allowed to attend) which leaves them blind to the workings of the organization. Their initiative in constructive endeavor is stinted and many good minds are lost through this legal hindrance.

In the matter of officeholding, too, it is my contention that the matter should be left to the discretion of the locals save the offices of president, chairman of the executive board and like positions of higher authority.

The first great step toward unionism is union. Let justice prevail and this discrimination be withdrawn.

Of the 96 candidates for office in our city election subject to the primary on April 27, it is very noticeable that every one of these prosperity-bringing tax reducers have had their printing done at union shops.

This is significant, as have been the immediately previous elections, that union labor is a potent factor. Our task now is to see that these officials continue, when elected, the use of union labor.

JAMES W. GRAYBILL.

L. U. NO. 561, MONTREAL, QUE., CANADA

Editor:

Montreal has come to life. Cause unknown. But the effect was volcanic.

We in Local No. 561 have been conducting an organization campaign, the success of which at the moment is somewhat difficult to estimate. But certainly there has been a good deal of enthusiasm aroused among the membership, and when one sees the improvement which is taking place at our meetings, it again becomes a pleasure to be an officer of an organization whose membership takes a real life interest in the business which is being conducted on their behalf.

At the last meeting held there were 19 new members from the C. P. R. alone initiated. This does not include those who have made deposits on their initiation.

The Glen Yard electricians are to be congratulated on having swung 90 per cent into our organization. This includes the Glen Yard roundhouse electrician. All of these men were formerly members of the Brotherhood of Railway Carmen.

The organization committee expect to initiate 50 members before the campaign is concluded, and with the able assistance of the president, the secretary, the local chairman and other executive board members, along with local chairmen of the C. N. R. and C. P. R., the expectations are of the most optimistic character, which in view of the information given above appear to be justified.

General Chairman Macintosh has been

retailing information to the members and non-members of our organization. The information submitted to members and nonmembers employed in railway shops in and around Montreal has had a rejuvenating effect. His literature has had the effect of bringing men into the organization, and bringing requests from others for information about our organization, whom we considered it would be very difficult to convince that their best interests would be served by their carrying a card.

The story of the Six Men of Dorset was interesting and the publication of circulars and this pamphlet, in both languages, went over with a bang. One difficulty we are running into in connection with helpers is that they have no voice or vote in the deliberations of the organization, and there are quite a percentage of them in the railway We hope, by the end of the camindustry. paign, that our shops will be 100 per cent organized, among the journeymen, at least, although the men are working only 16 days month. The organization campaign has injected new life into the members working on the C. P. R.

And may we say in closing that the work Brother Macintosh has done in Montreal during the past two months has been invaluable to us in our campaign, and experience has shown us that his advice is sound. H. RUSSELL,

President.

L. U. NO. 567, PORTLAND, MAINE

Editor:

A flood of statistics, released by our estimable financial secretary, C. Arthur Smith, gleaned from a survey of our working cards, was meted out to us last night and while we are all appreciative of Arthur's research work most of us were a little skeptical when he had finished since we were unable to determine whether our working capacity for the year to date was 46 or 54 per cent efficient-and some questions still remain. Anyway it is nothing to get elated over so will leave it as is, proving at least that conditions are terrible.

To this effect and hoping to relieve the situation to some extent, our joint conference board, organized of contractors and local union representatives, have been in recent session and with subsequent activity by our board and their recommendations to the local last night presented the proposed adoption of the five-day week, that was accepted, effective May 1, 1931.

Conditions, concessions and a few ifs and buts are prevalent in the present verbal agreement, pending such time as conditions may become better regulated and a more substantial agreement can be made. Emergency work on Saturday forenoons will be taken care of and at the insistence of contractors, their regular customers will be taken care of against the invasion of the basket man.

Newspapers, the radio and movies entertain us constantly in the exploits of the present-day racketeer, who is a back number and a small timer in comparison to the pestilence of the great horde of unorganized basketeers who invade every city and town, who never get any newspaper space but whose penny-wise wage at an 80 or 90-hour week creates havor in our midst and discourages the contractor.

For this reason it seemed advisable to feel our way along and experiment with new conditions rather than take any drastic steps that would perhaps force regular customers into the service of the basketeer agents.

We are retaining the present wage scale of \$1.121/2 per hour with no signed agree-

ment so there is no question but a sacrifice has been made, but if to conditions or our pride remains a question. Some of the boys take the attitude that conditions have been wrecked; that it will take years to restore.

There is a license law functioning in Portland sponsored by the city government and backed by a city ordinance. This appears to be a progressive step and future benefits are promising. All contractors are bonded and all journeymen must secure a

The city inspectors have expressed themselves in part as in favor of the attitude of the local in general and individuals as well and we feel sure of co-operation if we keep our best foot forward and heads up. The onery basketeer does not find favor in their estimation since he resorts to all kinds of freak and unheard of practices to gain his ill-gotten ends and while naturally but a few if any will be bonded as contractors they will have to put in several hours at their minimum wage to jack up the price of a card.

We have had a lot of sickness in the ranks this winter and some of the boys must be pretty flat by this time. I am and I've been fortunate with work and no sickness. But I find we all get a sample some time or other.

M. M. McKenney.

L. U. NO. 571, McGILL, NEV.

We were going fine until the well known "slump" hit here and then things began to go haywire. We have lost several members in the last four or five months, as a lot of the boys left for greener pastures. We have them from the Boulder Dam to Mississippi Valley.

Considering everything, though, we are coming through in fair shape. We have a good attendance at the meetings, especially on February 26, when we had an election of officers. The Brothers nearly all turned out and this is the outcome of it: Harry Dee, president; J. W. Dobbs, vice president; W. J. Hendrie, financial secretary (couldn't get rid of "Bill"); Fred Whipple, recording secretary; Bert Oldman, treasurer; Hank Slater,

We regret to announce the death of one of our members, Brother L. P. Watson, who passed away in Ogden, Utah. Although us younger members in this local never knew him, as he was an old-timer here, we heard his name spoken so often that we feel as if we've lost a very dear friend, and know, a loyal member who realized the value of the cause.

J. W. Dobbs.

L. U. NO. 656, BIRMINGHAM, ALA.

We enjoyed a very good meeting last Tuesday evening with a good crowd present. The question of affiliation with the Alabama State Federation of Labor was brought up and disposed of. After several talks were pro and con it was decided to go down the line with the State Federation.

Your writer is proud the boys after so long a delay and so many invitations have seen fit to break their shells and come out for the rest of organized labor in this state and cut out this selfishness and live and work for others as well as for themselves.

The Birmingham district has been hard hit by unemployment, as well as the other districts, and we will not worry you with this old song, only long enough to tell you of a (would-be) union official. This man carries a trainmen's card and holds a com-This man

missioner's job with the city of Birmingham; in fact, he is in authority. Some time ago the citizens voted \$500,000 to relieve unemployment and improve the parks. This same official, with this union card in his pocket, is working or causing to be worked, in these parks, carpenters and other mechanics at the rate of \$2.00 per day of eight hours. This same man at the last election called upon labor for their support, and a lot of good union men did support him on the strength of his union card. Some of these men have as many as six in their families and are allowed to work only three days per week, and some of them travel six or eight miles to their work, paying 18 cents per day for carfare. This, to your writer, is one of the worst open shop conditions that could exist anywhere. It is taking advantage of a fellow man. It is a case where one card man steps on the shoulders of another to get his head above the water.

Brothers, could you support a family of six, or I say less, on \$2.00 per day, less 18 cents carfare, or \$1.82? I know this man has a trainman's card or did have at the last election because he displayed it to me. But where is the union principle?

L. A. MONTGOMERY.

L. U. NO. 665, LANSING, MICH.

Editor:

We wish to be counted "among those present," even though there is so little of importance to the whole industry happening here, yet these same things are of great importance to us.

After this 21 months of uncertain employment and its attendant uncertainties, we are in a state of partial acclimation to it.

One job has just finished and another smaller one will start in about three months, and the largest automobile plant is slowing down, materially, and a smaller one is picking up a little, so we manage.

One thing that is noticeable in the last issue and one which we are in accord with-more articles on education of both apprentices and journeymen who wish to learn. made to berate or lessen the fine effect possible to those who are really in earnest enough to use the correspondence courses as they are designed to be used, but when a man reaches the age of 35 or so, his habits are so well set and his ability to absorb knowledge by his own effort has been stunted, petrified, dulled or otherwise rendered partially inactive, making it a real task to learn from the printed word all alone and without some one with whom to exchange ideas. For this class of men, an instructor is very essential, and, for an instructor whom all can have confidence in, there is a big field.

We hope to initiate something along this line this fall.

All appearances are that the convention will be postponed, so let's hope for a beneficial one in 1933.

H. J. PAGE.

L. U. NO. 723, FORT WAYNE, IND.

Editor:

I have often wondered what keeps a great number of the members from attending union meetings. It must be carelessness, misunderstanding, or interest in outside pleasure. We should not let our outside pleasures interfere with our union attendance, for the pleasures we are able to afford are made possible by the local union by getting for us better working conditions and adjusting our grievances for us. The sooner that the members realize that the handling of these matters is not a one-man job the sooner our attendance will grow. We need your attendance, for the interpretation of

40 or 50 men is bound to be worth more than that of 15 or 20.

What would be more beneficial and inspirational than to re-establish our habit of attending union meetings and lending our support and co-operation to the faithful officers we have elected by associating with one another? Let us not wait until we get into some trouble and then come, we should not wait for a special occasion to attend the meeting and should not forget that each one, whether an officer or member, is an important factor in the progress of our local union.

Let us not lapse into carelessness or neglect in our duty to our local, but let each one resolve to attend every meeting and assist in making our local one of which to be proud. Some of the members, instead of attending the meetings to help carry on the business, meet in the warehouse, storeroom, soft drink parlors and street corners and criticise the members and officers who do attend and transact the business and are doing the best they can for the majority.

It seems that some members really are indifferent to their interest as it appears on the surface by their non-attendance. Do they think that by paying their dues their duty is fulfilled and all that remains for the local union to do is to adjust all grievances, both real and imaginary, which is the reason for the attendance of some members at an occasional meeting.

What would become of our local union and the Brotherhood if the faithful few who do attend the meetings should stay away. Perhaps you will say, we cannot spare the time, we are too busy at home. It is the duty of every member faithfully to attend all meetings of the local union, to yield a cheerful compliance to all laws and regulations of the Brotherhood to recognize any other member in good standing as a Brother, and never to speak falsely or maliciously of a Brother or vilify his character.

ANTHONY J. OFFERLE.

L. U. NO. 734, NORFOLK, VA.

Editor:

See "Big Bill" Thompson got fired, that's "wise-cracking mayor" number one down, who's next? Alphonso of Spain has abdicated but this local has decided to take no action in his case. Trotsky says "A republic in Spain will not help the people." He and Alphonso agree on this point.

There will be no "daylight saving time" in Norfolk this year. A canvass by the Chamber of Commerce showed that a substantial majority of the citizens were in favor of the change but the city council voted three to two to ignore the will of the majority. It is claimed by some that the ancestors of these same councilmen were strongly opposed to the removal of horsecars from Norfolk a few years ago.

The press states that the Kellogg Company of Battle Creek has cut the working day to six hours with an increase in pay to stabilize individual incomes.

On Wednesday, April 15, the Portsmouth Metal Trades Council tendered a testimonial banquet to Representative Menalcus Lankford. President T. A. Wood presided and introduced the speakers of the evening; Rear Admiral F. R. Brumby, Chaplain J. R. Steiner, Mayor V. A. Brooks, of Portsmouth; Commissioner of Labor John Hopkins Hall, J. Fred Cherry, president of the Virginia Federation of Labor, and Mr. Lankford. Mr. Lankford by his untiring efforts has been a very large factor in relief from unemployment distress in this section. Attendance at the banquet was about 300 and the im-

mense popularity of Mr. Lankford is attested by the fact that many of those present were people who cannot be induced to attend labor gatherings or political meetings of any kind. SAUVAN.

L. U. NO. 948, FLINT, MICH.

Editor:

Sunday, April 19, a beautiful spring day with the flowers and shrubbery putting forth their new garments. The sun shines brightly on the little birds as they twitter in the newly leaved trees. Meadows and woods are blanketed with soft, new grass with here and there small patches of some tender, wild flower. Even the little animals that scurry to and fro seem to be more content and much less afraid of man as he walks among them.

Everything seems so calm and so serene that one wonders if it is not his imagination, surely, not a reality, that there is so much suffering and want among the human family. Nevertheless, we know from actual experience that many men, women and, worst of all, little children, are suffering from lack of food.

How God, in His infinite wisdom, can allow millions of His children to slowly starve to death while others live on the cream of the earth, is a mystery your humble writer seeks enlightenment on.

We, the members of Local Union No. 948, who have been fortunate enough to have work during the past few months, have shared our time and money with those less fortunate, and in a small way helped to alleviate the want of our own Brothers. Brotherly love is a predominating factor in our midst. I trust this is true throughout the organization.

Every man in this local union and organized labor lost a great friend in the death of Brother T. J. Nelson, of Saginaw, who, until a year ago, was a member of L. U. No. 948, but, upon the organization of a local in that town, he moved his card there. To his family and friends we extend our sincere sympathy and to his memory we drape our charter for a period of 30 days, but we, who were so intimately acquainted with Brother Nelson, have his memory stamped indelibly upon our minds.

Should your correspondent have the privilege to again write the WORKER, it is hoped a message less depressing can come from his pen. Until then, hang on, Brothers, because better things are in store for us and they are just around the corner.

K. H. GRIMES.

L. U. NO. 995, BATON ROUGE, LA.

Editor:

Weather forecast: Fair and warmer; fishing good, members looking for bait,

It is evident that I made a mighty broad statement in the last issue of the WORKER in regard to our membership being employed by the time the April copy was off. Nevertheless, it won't be long now.

Brother Bourg and I represented this local union at the Louisiana State Federation of Labor's convention which convened in Lake Charles, April 6, 7 and 8. From all evidence the convention was a howling success, there being a number of resolutions favored that bid fair to do good to all in event we can procure enough legislation to make them a law.

One resolution in particular is of great interest to the electrical workers, more especially in this state, adopting as a plan requiring all electrical workers to be licensed and the formation of a board of examiners. There was also another resolution adopted to create a political branch of the State Federation of Labor of which there was no decision reached as to who was to head it. I sincerely hope that there is never a chairman elected and the resolution dies. As far as my connection with organized labor has been, I have never known a single instance where any labor organization has taken a direct hand in politics. To my point of view the result of politics identified with organized labor could only be analyzed as T.N.T., of which we are bound to get more than our share of the destruction. Notwithstanding losing a part or all of the public's confidence.

Mr. Holt Ross, representing the American Federation of Labor, made two talks on trade unionism and, believe me, Brothers, he is a real "wheel horse."

This local was asked to and did formulate a central body, from all evidence this central body is going to do a lot of good as inactivity has prevailed for some time, and until recently. It not only takes a lot of hard work in the building of an organization but constant work on every member's part to hold it intact after conditions have been granted.

Brother G. X. Barker, International Office Representative, who is working in connection with Brother Wilson, visited us some few weeks ago and I am glad to say that he did plenty of good. All of the contractors liked him; he also did a lot toward causing the boys to bolster up and take a new hold. He is a real organizer and we look forward to having him with us again in the near future.

Various ones have offered a solution for combatting this depression. Although I have felt it plenty I have never before expressed my sentiment and do not consider myself capable of making an intelligent statement along these lines, but, I do know that the working man is the consumer of all products. Unemployment is the worst thing that any one could use to combat conditions as they now exist.

Some working men never take time to see when making purchases if a piece of goods was made in the U. S. A. under the best of working conditions. The best assurance of knowing these two things and doing your part in the up-building of organized labor is to buy goods bearing the union label. There is a union label for every purchase. Demand it

POLLARD.

L. U. NO. 1037, WINNIPEG, MAN., CAN.

Editor:

Winter is just about cleaned up and spring is come, the meadowlarks are singing and the robins are out chasing worms. The sun is shining on both sides of the fence and when there should be lots of work and no men to do it, this spring there are lots of men and no work.

The "Duke" has written another letter to the Journal, Brother Morrow has come back to life again from Montana, President Broach has got all "het up" about not having enough money to do all he wants to get done. He is just like me that way, I have always more things that I want to get than I have money to get 'em. It's kinda funny how both he and I find ourselves in the same "picklement" at the same time. Some of the boys have got spring fever, and itchy feet, and no money to gratify the longing. There goes that doggoned money question again.

Now our business agent, Brother McBride, goes and gets himself appointed as a member of the Manitoba Workman's Compensation Board as the employee's representative over a bunch of other fellows who wanted the job real bad, and I guess they are as sore as a wet hen because a member of one of those darned Yankee organizations

got the job over the head of the representatives of Lenin and Trotsky, Communists, I. L. P. or O. B. U., or whatever they call themselves.

Say, Brother Ed., if you think the above might lead to a libel suit you had better use the blue pencil, but I ain't telling no lies anyway! Anyway, Brother McBride is feeling pretty chesty about it.

Things are pretty bad here this spring. A few buildings are going up, but thousands of men are walking the streets. Nearly every firm is on short time, so don't come here unless you have money to spend.

IRVINE.

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NOS. 46 AND 77, SEATTLE, WASH.

Editor

Station Watt (What), Seattle, Wash., on the air.

March proclaims that winter is over and spring is being ushered in. Housecleaning, fishing, says Mr. Husband, and planting time. What is there in little seeds that makes one happy? It is the sense of seeing fulfilled through these little seeds the ageold promise of substance and beauty.

We wish to extend to our sister auxiliary, L. U. No. 292, Minneapolis, our hearty congratulations on the splendid efforts being made. You have the right spirit. Also glad to see St. Petersburg's letter in last issue.

Mrs. Hilpert tendered her resignation as new president of the auxiliary. Mrs. Olson was urged to accept the presidency, and a unanimous vote was cast for her. A hearty applause was extended to Mrs. Beck, our old president going out, and an applause of welcome was received by Mrs. Olson coming in.

Everyone on the Pacific slope has heard of Captain Dobbsie and his wishing well. We have a brave mother (Mrs. Jimmie Thomas) in our auxiliary who has a little boy, just four and a half years old. He has been in a cast about 10 months and not able to move. He is such a little man, so good and patient. When you wish at the wishing well make it a sort of prayer that this little fellow will be well and strong when he comes out of that hard cast that he has been in so long.

With Mrs. Lindell as general chairman, Mrs. Nygard in charge of program and with the able assistance of their committee, Mrs. Olson, Mrs. Leaf, Mrs. Cress, Mrs. Hilpert and Mrs. Bohmer acting as hostess, our Valentine's party was a huge success. The hall was charmingly decorated in hearts hanging from streamers. A clever sketch, featuring Gloria Nygard, who had the lead, Jamie Olson, Grace Fox, Marie Johnson and Eileen Hubbard, in "City Ignorance," was Two dance numbers by our well applauded. well applauded. Iwo dance humber little Audrey Goodson; singing by the popular Gloria Nygard, recitations by young Lindell and Hamburg, and then everyone participated in a game called hearts. To top off a highly pleasing program, delectable eats were served. Then the floor was cleared and dancing was in order. Everyone reported a good time.

When our associates do not like us we are quite sure to think it is their fault. It would be a good thing to consider the possibility that it is our fault. However, do not spend your time thinking of the faults of others as it is time wasted. The time may come when professional reformers admit that society is o. k. and voluntarily quit their jobs, but I don't expect to

be alive to enjoy that millennial dawn. Harmony and co-operation will keep any organization on top.

Under the auspices of the auxiliary a Jiggs dinner and cabaret show was given to commemorate that day of days—March 17. All the Flannigans and O'Flynns came en masse and partook of corn beef and cabbage with a real Maggie and Jiggs, impersonated by Dorothy Simpson and Burt Walton. Mr. Walton is a professional Jiggs of the Neptune Theatre, and he kept us in hilarious laughter all evening. Jiggs came with his litle red pig, and it was auctioned off and won by Mrs. George Rudd. We are anticipating a real banquet as said pig now resides at our home, getting ready for the big occasion.

Mrs. Nygard, program chairman, won fresh laurels for her wreath as the program met with everyone's approval. Miss Ruth Leiurance presented her pupils, Gloria Nygard and Margie Young, in an Irish jig. It was followed by our gifted Gloria in a song, "Walking My Baby Back Home." Gloria and Margie then tapped the chorus.

The glitter and glamor of Spain was brought to us by Loreen Wetch's (Miss Leiurance's pupil) Spanish dance. Miss Madge Kishwarth, a student at the U. of W.. sang a most pleasing Irish folk song. She was accompanied by Mrs. Merriam.

She was accompanied by Mrs. Merriam.

A well-known reader, Lewis Nash, secretary of the Label League, entertained us with "Top o' the Mornin'." Much laughter was furnished by Grace Fox in her reading, "Tribute to a Ford."

It was truly a red letter day in achievement for Mrs. Olson and Mrs. Hubbard, supervisors, with the kindly help of Mrs. Leaf, Mrs. Goodson, Mrs. Henry, Mr. Olson, Mr. Hubbard, Mr. Simpson and Mr. Nygard, who were able to serve about 275 in first class order, with the assistance of our daughters (in shamrock aprons and head bands) as waitresses. Cape heart music was furnished through the courtesy of the Burrows, Gibson and Hampton Company, and was installed by Leslie Poole and J. Hubbard of the Caslon Electric Company. We surely did appreciate their efforts in our behalf, as it afforded us dandy music for the dance which followed the program. We feel it was well worth the effort that was put forth and its pleasant memory will remain.

Will bring up at our next meeting Mrs. Tolle's suggestion that we have an international convention. It's a long, long way from Seattle to Savannah and I fear our funds would not be ample. Will let you know our views on the matter at the next writing.

Station Watt (What) now signing off.

MRS. R. C. SIMPSON,

Box 860, Route 13.

WOMEN'S AUXILIARY L. U. NOS. 84, 613 AND 632, ATLANTA, GA.

Editor:

We failed to arrive with our news last month, so here goes for double. We don't seem to know so much that is encouraging anyway.

According to the local members, working conditions show very little improvement. Naturally that fact puts a damper on our activities, too. We have decided to postpone our annual oyster supper, usually held in March.

March.

We have had two very nice parties lately to help cheer us up.

to help cheer us up.
On January 23, Mrs. Dewey Johnson entertained at her home on Boulevard Drive with a surprise birthday dinner and handkerchief shower for our president, Mrs. Bruce Stroud. This was one of the nicest

parties ever given by a member of the auxiliary and will long be remembered by those present. The honoree was greatly surprised and was presented with many beautiful handkerchiefs. Sharing honors with Mrs. Stroud at this party, was Mrs. Pat. Hendricks, wife of Atlanta's city electrician.

We hope to attend many parties for Mrs. Stroud and to have Mrs. Hendricks present,

too, with Mrs. Johnson hostess.

February 14, Mr. and Mrs. John Wade entertained the auxiliary and their husbands with a valentine party, this date being the auxiliary's anniversary, also. Despite bad weather, we had a good crowd.

Thomas Elder, Pat. Hendricks and Charles Boone spoke briefly to the auxiliary members Their messages were complipresent. mentary and encouraging. We are indebted to the electrical workers' quartet for their wonderful program that night. We enjoyed Mr. and Mrs. Wade's hospitality very much.

Atlanta auxiliary sends a kindly greeting to the auxiliary in far away Los Angeles, and to the new one being organized in Minneapolis. We wish for you much success. We are at your service any time.

Yes, Mrs. Tolle, that international auxiliary idea is great. We have discussed it many times and we are with you in your

We have had much illness in the locals and the auxiliary. We hope every one will soon be well and happy, with work and more work and with big, substantial checks.

Atlanta Auxiliary had a called meeting Monday, April 23, at the request of Mr. T. L. Elder, business agent for Atlanta Locals.

We were pleased to see and glad to hear Mr. Wilson, International Vice President, of this district. We appreciated his talk very much, also Mr. Elder's talk and remarks of several people present both men and women.

Possibly this is news to many. 84, Linemen's Union, is on a strike against the Georgia Power Company

According to local papers there were only 40 or 50 men out, but the business agent says between 250 and 300 men are out.

Conditions have been unsettled for a long We are hoping things will soon be time. right.

We are helping the men with encouragement in their fight for right. We are serving lunches and coffee to three divisions of men who are doing picket duty 24 hours a

MRS. CHARLIE BOONE, 343 Holderness St. S. W.

WOMEN'S AUXILIARY L. U. NO. 108, TAMPA, FLA.

Editor:

'Tis easy enough to be pleasant When life flows along like a song; But the man worth while is the man who can smile.

When everything goes dead wrong."

These words come to me as our boys are smiling after having some work following several weeks of idleness and shouting their cheer when they come to our meeting to feast.

We have had several meetings of interest and also held a bunco party at the home of our president, Mrs. C. E. Beck. The house was decorated very prettily for the occasion. Cookies and punch were served. Mrs. Rand won the women's first prize, which was a door stop made in the shape of doll, made by our recording secretary. Mr. H. E. Kilmer won the men's first prize, a set of military brushes, which created quite a bit of laughter as he is getting bald. Mr. R. H. Smith won men's second prize and Mrs. Burg won women's prize. The consolation prize was won by Mrs. S. Hamilton and

Mr. A. Wilson. All agreed they had a grand time.

We held our meeting March 5, at the home of Mrs. R. J. Hamilton, 1011 Buffalo Avenue. Coffee and two birthday cakes were served. Ask the boys how they liked the cake. Our president, Mrs. C. E. Beck, just returned from Palm Beach, where she attended the convention as a delegate from Women's Auxiliary to L. U. No. 108, gave a very interesting talk and we were very proud of having the only delegate present at the convention.

MRS. H. E. KILMER, Route 1, Box 341. Sulphur Springs, Fla.

WOMEN'S AUXILIARY L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

I enclose the recently drafted by-laws of our auxiliary, and I submit them. They may be of some signal benefit to all proposed or contemplated ones. We feel each auxiliary should have by-laws, stating the meaning of such organization and to govern its conduct during the life thereof.

L. U. No. 113 Auxiliary was invited to Pueblo last month for a joint gathering and met for the first time those boys and girls fighting the fight of progress down there. We do not know how large the electrical family is until once we come into contact with And, by the way, there are no dead ones there. They realize that in unity there is strength and purpose.

Sister French, wife of L. U. No. 12's scribe, is the presiding officer, who gave us a royal welcome in her brief address. And our Sister Burford responded delightfully. And our social gathering was one of those rare, never-to-be-forgotten occasions which will

surely be repeated.

Colorado Springs has sent a Pueblo to visit us and to date I have not learned of any favorable response, but I venture we shall see them 100 per cent, and boys and girls, how we do enjoy ourselves! Soon we hope to know the wives and husbands of the state's entire electrical worker population. Here's to Denver, to come across, and, of course, we'll be up there should you call.

We extend our fraternal greetings to the entire Brotherhood-wives, Brothers, sweet-hearts and sympathizers-and urge more auxiliaries, more friendships, more under-standing of your husbands' fight; more cooperation in the home for the upbuilding of union principles for the future, for as an educator mother is the one-and home the place. Teach the child when young and he or she will not depart therefrom.

MRS. W. A. LOBBEY,

415 N. El Paso Street.

By-laws of Auxiliary to Local No. 113

Purpose. The purpose of this organization is to become better acquainted with union affairs, in order to promote union ideas in the home, and also to promote friendship and social fellowship among members.

Title. This organization shall be known as Auxiliary to Local No. 113, I. B. E. W.

Meetings. The meetings of the auxiliary shall be held once monthly, at such time and place as may be decided by the auxiliary. Special meetings may be called by the president if necessary.

Officers. The officers of the auxiliary shall consist of president, vice president, secretary and press secretary. They shall be elected annually at the January meeting.

Members. All members eligible to attend Local No. 113, their wives and unmarried children of 16 years and over, may be members of the auxiliary. Unmarried members

of the local may bring a lady.

The Christmas and out-door meetings are for the above members of Local No. 113 and members of their families, and others by invitation of the auxiliary.

Committees. An entertainment committee shall be chosen at each meeting to act for the following meeting. In case a committee member cannot serve, the president shall appoint a substitute.

Fees and Assessments. An attendance fee of 10 cents per person shall be collected at each hall meeting by the entertainment committee. Any special assessment must have a majority vote of members present at a meeting.

Amendments. Any proposed amendment or amendments to these by-laws must be presented in writing and be signed by not less than three members.

WOMEN'S AUXILIARY L. U. NO. 177, JACKSONVILLE, FLA.

Editor:

This is Station LIVE WIRE, Women's Auxiliary to Electrical Workers' Union No.

177, Jacksonville, Fla., broadcasting.
After reading the article "More Auxilin last month's Journal, we, the Women's Auxiliary to Local No. 177, want to heartily endorse the suggestion for an international organization. This has been discussed among our members for some time. It would be a great pleasure to us to assist in any way possible to speed the day when

we will have such an organization.

May 1 will be the second birthday of our auxiliary. You know what that means-

election of officers.

At present we have on one of the most exciting contests I've ever been in. Here's only hoping I'm on the winning side, which we will not know until the last night. We only have a few more weeks, so will let you know in next letter just what we did accomplish during contest. Can say now that during this contest the membership has grown by leaps and bounds.

We want to congratulate Women's Auxiliary to Local No. 292 on their wonderful start with their auxiliary, and wish them every success in the future.

Believe this is all we have to broadcast at present. Will be back on the air at this same time next month.

MRS. R. FLEMING HEMPHILL, 421 W. 16th (Announcer).

WOMEN'S AUXILIARY L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

There is no question of unemployment in this auxiliary. Every member is busy selling tickets for the electricians' annual ball to be given April 11. This gala affair has always been a wonderful success but we women are out to help the Brothers make it even more successful. Watch for more news -"after the ball."

On March 19, we held our first meeting in our new hall. As this was a social meeting we invited all members of L. U. No. 292 and their wives.

Amid much excitement and laughter, "500" and bunco were played. If anyone ever had the slightest suspicion that Local No. 292 was not alive, they should have listened in that evening.

A surprise feature of the evening was the finding (page Diogenes) of an honest manone Herb Skeledon. How he could draw those winning numbers for the Skeledons-first his own and then his wife's! The applause following this little act was deafening.

Prizes for high scores in "500" went to Mrs. Harry Taylor and Mr. Morris Rice.

At precisely the proper moment the hostesses served a delicious repast. We want to extend our compliments and thanks to the hostesses, Mrs. Hackett, Mrs. Jennings, Mrs. Davies, Mrs. Auger and Mrs. Enabo, for a delightful evening.

The auxiliary cleared a tidy sum and ev-

eryone had a good time.

We do not want you to think our auxiliary is all fun and frolic. Far from it. We have our problems to work out and many of them are trying ones. Our membership committee is on the alert for new members; our delegates to the various organizations bring back reports to enlighten and assist us. Every member is working for the betterment of our auxiliary and Local No. 292.

Mrs. William Nessler, 5256 30th Avenue, So.

WOMEN'S AUXILIARY L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

This month is orange blossom time in Florida and the fragrance of blossoms greets us everywhere. This week is Festival of States week, Florida's most brilliant gala Everybody seems to be rushing around attending to last minute details, for this is something we all take part in. Each state will be represented with a float and queen to take part in the mammoth parade on Friday, the queen of the festival to be chosen in the grand review and afterward to be crowned at the coronation ball at the Vinay Park Hotel. She will be rewarded with a trip to Cuba and honors that are heaped upon her everywhere. The king has already been chosen-Mr. Bennett, of Ohio.

Brother Davis has the electrical work and the lights in red, blue and white are

beautiful.

Most of our tourists will soon be winging their way homeward. A great many have been touring the state seeing the beauties of the east coast or Palm Beach, then across to Cuba before going home.

Work has been more or less at a standstill during the season. However, alterations and

additions will soon be in order.

We want to thank Mr. Welch, press secretary of Santa Barbara, Calif., local, for his card. So glad they enjoy letters.

card. So glad they enjoy letters.

Our last meeting was held at the home of
Mrs. H. Resin. We expected to have some
of the Tampa Sisters and Brothers over.

Thanks are in order to Mrs. Talle, of Savannah auxiliary, for suggestion that the women's auxiliaries should have an international meeting in her city. In the interest of our auxiliary, I feel sure that we cannot sponsor a delegate this year. Conditions are too bad and most auxiliaries have been running too short a time. We have only been in existence since June, so have not had time to build up a bank account, even though a labor meeting of this kind is of paramount interest to all.

We will soon have to begin our fight against chain stores. They seem to be increasing by leaps and bounds. While not only controlling a large amount of our national wealth now they will eventually control you. Think it over, our union men and women. If our laboring people alone refused to buy from the chain, they would soon go out of business. What part do they contribute to your own city's benefits? Are not their daily receipts shipped out of your city every morning? Did they help build your city? Indeed they did not. They only enter a city after you have had the struggle to build it. Let's chop up these chains by buying from our home town merchants.

MRS. MALCOLM MARKS, 1404 7th Ave., North.

WOMEN'S AUXILIARY L. U. NO. 508, SAVANNAH, GA.

Editor:

We have had a few socials and assisted in putting over the annual spring Trade and Labor Assembly chautauqua and bazaar, which were held at the city auditorium for one week. The committee of the chautauqua and bazaar deserves much credit and praise for their wonderful work in staging such a huge affair. They opened their chautauqua with a mass meeting which was held in the Bijou Theatre on Sunday afternoon, February 22. Reverend Fuller, educational instructor for the American Federation of Labor, delivered a splendid address, which was enjoyed by everyone present. The musical end of the mass meeting was under the direction of Brother Gruver, of the musicians' union, and he used the choirs of several churches, assisted by members of the local musicians

And what music! And what speaking! It certainly was a very good start and many of our friends were there and we know it did them good, for Brother Fuller is such a forcible speaker and his sermons are really educational. He filled the pulpit of one of our largest churches for the evening services. Isn't it remarkable that we could get a labor preacher to allow a labor representative to fill his pulpit—so we want to publicly express our thanks to the Rev. W. A. Tyson, who is pastor of the Trinity Methodist Church. He is not only a lovable pastor of his flock but is a real friend of labor and we are proud to call him brother. (No, the writer is not a member of his church.)

The chautauqua opened the following night with a real carnival spirit, candy wheels, grocery, ham and many other kinds of wheels, each operated by some good looking girls. And did they take? Well, we

should say so.

Clever vaudeville programs were presented each night. The leading dancing teachers here presented their dancing students. There were the Dorothy Davis School of Dancing, Mary Cecille Harris Danceland Studio, and Milton Beck's Dancing School. Each was assigned a night and such dancing as was presented—ask our International Vice President, "Abe" Wilson. He said the dancing acts were the best he had ever seen, and we think "Abe" knows what he is talking about.

Brother "Abe" did us a lot of good, just as he did L. U. No. 308, as quoted in the

WORKER by Sister Malcolm Marks.

The Jewish Alliance presented a blackface minstrellet and also a unique skit of "The Girl of Yesterday, and the Girl of Today."

Miss Anna Schroder, one of Savannah's favorite songbirds, was with us one evening and her songs were greatly enjoyed. She was assisted at the piano by Miss Margaret Steen

Others were Messrs. Fulton and Shear-house, radio entertainers; James Holloway and Miss Virginia Short, in songs, assisted at the piano by Mrs. Holloway; Master Junior Webster, the boy wonder, five years of age, in songs, assisted at the piano by Miss Nedlinger. So, dear reader, just imagine what a program! Besides, they had a labor speaker of renown for each night and then there was general dancing every night till 12 o'clock.

The writer was the dispenser of drinks and eats for the week.

The wonderful co-operation of Mr. Louis Garfunkle, manager of the auditorium, was instrumental in the success of the chautauqua and the entire labor assembly is deeply indebted to him for his assistance—as the labor boys say, "Here's to Louie!"

Now, how about a little "chatting" about the convention which was suggested in my last letter? We hope some of the other auxiliaries will help in this undertaking. Just know it will be best thing ever and we are hoping so much that we can have this convention. And remember, we still hope to be able to entertain the delegates of the international auxiliary convention in Savannah, Ga. So, let's hear from some of you scribes.

We will have an anniversary soon. On April 16 we will be one year old and, believe me, we have a real treat in store for our members and their "boy friends" and hubbies.

Our one-candle cake and aqua "um" augmented with real eats and drinks, goes with the party, Here's hoping that our first birthday party will be a real happy gathering.

Many thanks to Brother Welch, of Local No. 413, Santa Barbara, Calif., for the mighty nice card he sent. Also noted with much pride the nice things said about our auxiliary in the Worker.

Judging from the first letter sent in by Sister Nessler, of Auxiliary to Local No. 292, Minneapolis, Minn., they are real gogetters. Congratulations are in order and here's ours.

St. Petersburg Auxiliary, Local No. 308, letters are really interesting. Thanks for the compliment. Same back to you.

We want to offer our heartfelt sympathy to Sister and Brother Simpson, of Seattle, Wash., in their hour of sadness. We all realize that we lose our truest friend when our dear mother leaves us, but we must submit to God's will, as He knows best, so, quoting as Sister Simpson, "Peace passeth understanding" at our journey's end.

Mrs. C. S. Westcott, 242 East Broad St.

WOMEN'S AUXILIARY L. U. NO. 716, HOUSTON, TEXAS

After reading the ELECTRICAL WORKERS' JOURNAL, decided that it was about time that you hear from the Women's Auxiliary No. 716 of electrical workers of Houston, the largest city in Texas and quite naturally we think the best. I believe our auxiliary is one of the oldest ones. We have been organized over seven years and have a wonderful group of women as members. We had over 20 members to join us last year and hope we have that many more this year.

Our president is Mrs. Dan W. Tracy, wife of the International Vice President of the seventh district, and is always willing to cooperate in every way possible. We meet the first and third Tuesdays in every month—one a business meeting and one a social meeting at which two of our members act as hostesses. We hold an annual turkey dinner, besides numerous other night socials to which the members of L. U. No. 716 and their families are asked to join us.

their families are asked to join us.

We sponsored a benefit bridge party Saturday night, March 14, at Labor Temple (which I am proud to say is owned by our husbands, sons and brothers). The proceeds will be used in furnishing our kitchen at Labor Temple. We sold better than 250 tickets and there were 168 players by actual count. We gave 14 door prizes, all donated by our merchant friends. We served home-made cake and coffee and all reported a wonderful time and are eager for another one. If any of the auxiliary members have the pleasure to visit our wonderful city, give us a ring and we will do our best to entertain you.

Mrs. Geo. A. Kuhn, 3007 Norhill Blvd., Secretary.

We have a standard speech for New York which is superior to the stilted standard of Pall Mall, St. James's or Mayfair.—Dr. Frank Vizetelly.

THE GOLDEN THREAD



One of the interesting sights to watch in our big cities is the razing of old buildings. There is something thrilling in the crash of falling walls, the roar of crumbling brick and stone, the ripping asunder of old lumber. But before this can be done there must be insurance to protect the workers who tear down the building.

When the shining new car is driven to the door in all the glory of glittering nickel and resplendent color, the first thought is of insurance coverage for fire, theft and liability.

When a new home is built, fire insurance is taken out before a shovel full of dirt is turned.

No business venture is undertaken without insurance safeguards. No plan outlining future welfare for a man's family is complete without the basic design of insurance.

IT'S THE GOLDEN THREAD THAT HOLDS TOGETHER THE WHOLE PATTERN OF EXISTENCE.

Electrical Workers—if your wives and children are not insured in our Family Group, there is a bare spot in your life insurance pattern that needs prompt attention. We recommend the immediate application of a policy patch in—



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The Family Group	
for for milies and relations of	
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APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSUIT	RANCE ASSOCIATION	ON,
	of	a membe
of the International Brotherhood	of Electrical Worke	rs, Local Union No, and I hereby apply for
a o a minut		, and will pay \$each (Year, half-year, quarter or month)
I certify that I have no imp	pairment in my healt	h or physical condition, and have no deformity, except
	(940)	e any exceptions)
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	nth-Day-Year)	Occupation Race
Birthplace		Sex
Beneficiary(State	full name and relations	Relationship
Address of Beneficiary		
W		
(Print your name in	full-not initials. If I	narried use own name, such as "Helen Smith" and not husband's name, a "Mrs. James Smith")
My address is	(Street and	number—City and State)
		(Signature in full)
		(Signature in full)
QUESTION	S BELOW TO BE	NSWERED IF APPLICANT IS A MINOR
1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	
		(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

NOTE: Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

Cost per unit: If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to
INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS
G. M. Bugniazet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy-Application Copyright, 1928, J. R. Biggs)

IN MEMORIAM



International Vice President A. Wilson, L. U. No. 177

Again it is with heavy hearts, that we pause to mourn the loss of one whom we have held in high esteem, and words cannot express our feelings at the passing of our true and loyal Brother, Abe Wilson. He will live forever in our minds as an untiring worker for the cause of humanity and we feel that his devotion to duty will be rewarded when the final reckoning comes in the life beyond the grave.

Brother Wilson, initiated in Local Union No. 177, September 26, 1918, was imbued with the spirit that made him an honor to his parents; loved and respected by all who knew him; noble in character, unselfish and devoted to his relatives and friends. We realize that we have suffered an irreparable loss of a friend and Brother, whose undying loyalty to the cause has left a void in the hearts and minds that cannot be filled. His work on earth is ended, but his spirit will carry on and be an inspiration to those who remember his deeds.

Whereas we, the members of Local Union No. 177, I. B. E. W., have suffered the loss of one whose memory we cherish; therefore be it Resolved, That we extend to his sorrowing relatives and friends our sincere sympathy, and may God, in His infinite wisdom, comfort them in this, their hour of greatest sorrow; and be it further

Resolved, That we stand in silent prayer and pay tribute to his memory; that our charter be draped in mourning for 30 days; that a copy of these resolutions be sent to his family, a copy be spread on the minutes of this meeting, and a copy furnished the official Journal.

U. S. PATTILLO,

nished the omeia.
U. S. PATTILLO,
GEORGE GORMLY,
E. C. VALENTINE,
Committee.

William F. Sellars, L. U. No. 343

It is with deep regret and sorrow that Taft Local No. 343, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, William F. Sellars; therefore be it Resolved, That our sincere sympathy be ex-tended to the bereaved family; and be it further.

further Resolved, That a copy of these resolutions be sent to the family of the deceased, a copy be forwarded to the Worker for publication and a copy be spread upon our minutes; and be it

further Resolved. That our charter be draped for a period of 30 days, and that we, the members of Taft Local No. 343, I. B. E. W., being lawfully assembled, stand in silence for one minute in further tribute to his memory.

o his memory.
EDW. C. JENNINGS.
ALBERT GIESKIENG,
F. T. SHALER,
Committee.

Gustave Laber, L. U. No. 124

Whereas in His infinite wisdom it has pleased the Almighty God to call from our midst a true and loyal Brother, Gustave Laber, and Whereas we, the members of Local Union No. 124, express our deepest sympathy to his bereaved family; be it Resolved, That our charter be draped for 30 days in respect to his memory, and that a copy of these resolutions be sent to the family of our deceased Brother; a copy to be sent to the official Journal for publication, and a copy of it be spread upon the minutes of the local union.

H. N. TAYLOR, Financial Secretary,

Alexander Eliason, L. U. No. 195

Whereas it has been the will of Almighty God to take from our midst Brother Alexander Eliason, for many years a true and loyal mem-ber of the I. B. E. W.; and Local Union No. 195 has lost a highly respected member; therefore be it

has lost a nignly respected method be it

Resolved. That our charter be draped in mourning for a period of 30 days, that a copy of this resolution be sent to his bereaved family, a copy to our International Journal for publication and a copy be spread on the minutes of this, our local union.

EDW. G. WEGNER.

Recording Secretary.

Theodore E. Strauss, L. U. No. 135

Theodore E. Strauss, L. U. No. 135

Local Union No. 135, I. B. E. W., records with heartfelt sorrow the death of Brother Theodore E. Strauss.

Brother Strauss was a member of Local Union No. 135 for over 20 years and he gave devoted and loyal service to our union. Being a loyal member of the organization and a cherished friend of all of us, his absence will be keenly felt and his passing will prove a real loss to the Brotherhood.

To the bereaved widow and family of Brother Strauss, Local Union No. 135 extends its heartfelt sympathy in this very sad time and prays that God, in His infinite goodness, may help them bear their burden of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days, and that a copy of this resolution be sent to the bereaved family of our late Brother, a copy be spread upon our minutes and a copy be sent to the Journal for publication.

F. W. OSWEILER, WALRICH

F. W. OSWEILER, WALTER W. MAIRICH, HENRY G. AFFELDT,

Gerald L. Sunde, L. U. No. 323

Whereas God, in His infinite wisdom, has removed from our roster, Gerald L. Sunde, and Whereas we deem it proper to express our sorrow and sympathy, both to the Brotherhood and the members of the family; therefore be it Resolved, That we drape our charter for a period of 30 days, in token of our sorrow in this loss of our Brother; and be it further Resolved, That a copy of this resolution be spread upon our minutes, a copy sent to the bereaved family, and copies sent to our press.

S. E. FAGAN,
W. F. ORGAN,
WALTER B. ABILL,
Committee of Condolence.

Charles E. Goshaw, L. U. No. 276

Charles E. Goshaw, L. U. No. 276

Whereas Local No. 276, I. B. E. W., has been called upon to pay the last tribute of respect to the memory of one of its worthy members, Brother Charles E. Goshaw, who died March 25, 1931.

Death with its relentless tread has again entered the portals of Local No. 276 and summoned there one of our esteemed and beloved Brothers to his eternal reward.

Brother Charles E. Goshaw harked to his call from the Divine Bourne, from whence no traveler returns. His unselfish character, his kind and deep affection, his light-hearted and generous nature, will ever remain fresh in the memory of those who knew him best.

Whereas we recognize that in his untimely taking away, Local No. 276 has lost an esteemed and worthy member, the wife and father; therefore be it

Resolved, That Local No. 276 express our great sorrow at the loss of our departed Brother and extend our profound sympathy to the breaved wife and children; and be it further Resolved, That the charter of Local No. 276 be draped in mourning for a period of 30 days as a token of respect to his memory, and that a copy of these resolutions be spread upon the minutes of this local, and a copy be furnished to the wife and family of the deceased Brother, and, also, a copy be sent to the International Office for publication in the Electrical Worker.

C. O. BOSWELL,
H. F. MILLER,
E. BERGMAN,
Committee.

J. H. Paul, L. U. No. 138

It is with deepest sorrow and regret that Local No. 138, I. B. E. W., records the passing into the Great Beyond of our worthy Brother.

into the Great Beyond of our worthy Brother, J. H. Paul.
Resolved, That our sincere sympathy be extended to the bereaved family, and that a copy of this resolution be sent to the family of the deceased, and that a copy be spread on our minutes. Also, that a copy be sent to the Worker for publication and that our charter be draped in mourning for a period of one month.

CHAS. HADEFELD.

CHAS. HADFIELD, CHAS. STARKEY, S. PETTIT, Committee.

Paul E. Arteburn, L. U. No. 474

Whereas it has been the will of Almighty God to take from our midst Brother Paul E. Arteburn, who for many years has been a true and loyal member of Local No. 474, a devoted son to his mother, a true and loying husband and father and a faithful friend to us all, and Whereas the members of Local Union No. 474. International Brotherhood of Electrical Workers, Memphis, Tenn., deeply mourn the loss of Brother Paul E. Arteburn; therefore be it

Resolved, That our sincere sympathy be ex-tended to the bereaved family of our lately de-parted Brother, Paul E. Arteburn; and be it

parted Brother, Paul E. Arteburn; and be it further
Resolved, That a copy of these resolutions be sent to the family of our late Brother; a copy be sent to the International Office for publication in the official Journal, and that a copy be spread in full upon the minutes of Local Union No. 474, I. B. E. W.; and be it further
Resolved, That the charter of Local Union No. 474, I. B. E. W. be draped for a period of 30 days in respect for the memory of our late Brother.

R. E. FELLTUS.

R. E. FELTUS, SHANS MORGAN, A. R. McGOLDRICK Committee.

Lester W. Stephens, L. U. No. 418

Whereas death has again entered our organization, and removed from our midst our worthy Brother, Lester W. Stephens; therefore

worthy Brother, Lester W. Stephens; therefore be it

Resolved, That in the passing of Brother Stephens Local No. 418 has lost a faithful member, the family a kind, considerate husband and father, the community an esteemed and upright citizen; and be it further

Resolved, That we, the members of Local No. 418 extend our deepest sympathy to the family and relatives of our deceased Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy sent to our official Journal and the Pasadena Labor News, for publication, and a copy spread upon the minutes of this local; and be it further

Resolved, That the charter of this local be appropriately draped for a period of 30 days.

JOSEPH A. BARFIERI,

JOSEPH A. BARFIERI, C. A. LANGSTAFF, C. B. JUDGE,

Committee.

Hugh L. O'Neill, L. U. No. 9

Hugh L. O'Neill, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has taken from our midst our esteemed and worthy Brother, Hugh L. O'Neill, and Whereas in the death of Brother O'Neill Local No. 9 of the International Brotherhood of Electrical Workers has lost one of its true and earnest members, and Whereas Brother O'Neill, as one of the early members of Local Union No. 9, used his best and untiring efforts successfully in the cause of our local: therefore be it

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother O'Neill and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

SAM. GUY.

DAN MANNING.

SAM. GUY, DAN. MANNING, HARRY SLATER, Committee.

Everett H. Woodside, L. U. No. 213

Whereas we, the members of Local Union No. 213. International Brotherhood of Electrical Workers, mourn the passing of our esteemed Brother, Everett H. Woodside,; therefore be it Resolved, That we as a union pay tribute to his memory by expressing our deepest sympathy with his family in their bereavement; and be it further

Resolved, That a copy of this resolution be sent to his widow, a copy spread unon our minutes, and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

VICTOR A. DAVIES,

VICTOR A. DAVIES, R. A. DONNELLY, E. L. KENT,

Alex McGregor, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our esteemed and worthy Brother, Alex McGregor,

and
Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has
lost in the death of Brother McGregor one of
its good members; therefore be It
Resolved, That Local Union No. 9 hereby ex-

presses its appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it

Resolved, That Local Union No. 9 tenders its sympathy to the family of Brother McGregor in their time of sorrow; and be it

Gregor in their time of sortow, and of infurther

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH BREHMAN, WILLIAM CHRISTENSON, HARRY SLATER,

Committee.

John Brennan, L. U. No. 9

Whereas it has pleased Almighty God, in His afinite wisdom, to remove from our midst our steemed and worthy Brother, John Brennan.

whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost in the death of Brother Brennan one of its true and devoted members; therefore be it Resolved, That Local Union No. 9 hereby expresses its appreciation of the services to our cause of our good Brother and our sorrow in the knowledge of his death; and be it further Resolved, That Local Union No. 9 tenders its sympathy to the family of Brother Brennan in their time of sorrow; and be it further Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

SAM. GUY,

SAM. GUY, DAN. MANNING, HARRY SLATER, Committee.

Walter Costello, L. U. No. 120

It is with deep regret and sorrow Local Union No. 120. I. B. E. W., records the passing to the Great Beyond of our esteemed and faithful Brother. Walter Costello.

Whereas we have suffered the loss of a true and faithful Brother; therefore be it
Resolved, That a copy of these resolutions be spread upon the minutes of the meeting and that a copy be sent to our official Journal for publication, and our charter be draped for a period of 30 days.

J. L. COLLINS.

J. L. COLLINS, J. HOPKINS, O. ELLIS, J. A. WOODLEY, J. McDONNELL,

Committee

DEATH CLAIMS PAID FROM APRIL 1 TO APRIL 30, INC.

L. L.		
No.	Name	Amount
134	Wm. J. Loftus	\$1,000.00
134	James H. Anderson	
309	J. W. Brown	1,000.00
I. O.	Arthur D. Plass	1,000.00
276	Chas. Goshaw	1,000.00
58	Russell G. Coffey	650.00
9	J. W. Preble	1,000.00
523	Stephen H. Picatti	300.00
195	Alexander Eliason	1,000.00
LO.	J. D. Mackessy	1,000.00
418	L. W. Stephens	1,000.00
I.O.	Chas, Mitchell	1,000.00
124	Gus Laber	1,000.00
595	Frank Whitmire	825.00
557	Thos. J. Nelson	300.00
164	Edw. Mills	475.00
134	Alphonse Buytaert	1,000.00
3	David H. Armstrong	1,000.00
9	H. L. O'Neill	1,000.00
9	John J. Brennan	1,000.00

323	Gerald L. Sunde	_ 1,000.00
9	James A. Richards	1,000,00
82	E. Herold	1,000.00
38	J. F. Young	1,000.00
163	J. M. Brahl	
134	Erling J. Petersen	
3	Henry C. Getzler	77.000.000
762	Albert Dean	1,000.00
134	A. M. Kaplan	
1141	John M. Brown	
26	Chas, D. Dugan	
9	Henry Iven	
I. O.	J. C. DeMers	
66	G. A. Monson	
66	H. W. Wilson	
38	Fred J. Claymeier	- A
130	H. Breidenbach	
1	R. L. Herron	1,000,00
		\$34,500.00
Total	claims paid from April 1	
to .	April 30, 1931, inc.	\$34,500.00
Total	claims previously paid	2,263,161.10

NEW LIGHT THROWN ON OLD PROBLEMS

Total claims paid

\$2,297,661.10

Can Business Prevent Unemployment?

(Continued from page 241, column 2)

problem. The technique of steadying employment through the removal of seasonal fluctuations was presented in 1925 by Dr. H. Felman in his book, "The Reg-ularization of Employment." This book for the first time directed the attention of business men on specific practices which American concerns used in the prevention of unemployment. Shortly after two other books, "Can Business Prevent Unemployment?" by J. R. Commons and others, and "Seasonal Operation in the Construction Industry," by a committee of the President's Conference on Unemployment, gave valuable suggestions for steadying employment. Now comes E. S. Smith's "Reducing Seasonal Slumps" (McGraw-Hill, 1931, \$3.00). This is a valuable record and analysis of activities of business men who have refused to accept their seasonal slumps as inevitable simply because they were traditional. The book presents the findings of the actual methods manufacturers in nearly every line are using to overcome seasonal peaks and troughs in their production curve. The methods which over 250 progressive firms have found useful and practical are here analyzed.

The methods of doing away with seasonal unemployment obviously vary with different industries depending on the nature of the product. They generally divide themselves into six main groups. Many firms, such as the Dennison Manufacturing Company, have adopted an intensive sales policy during the off-season period. By aggressive advertising and selling methods manufacturers seek to increase the demand for their product during the normal slack season and this stabilizes production. Price reduction during the off season is an obvious method of increasing sales. Bringing pressure on the sales force through special commissions is also frequently employed. Mr. Smith concludes that pushing sales in dull seasons is of value only within certain limits and to overpass these may prove seriously expensive.

Many firms have experimented with the creation of out-of-season demand for the seasonal product. Numerous concerns have persuaded the public that there are good reasons for buying their product at times of the year that have hitherto been dull.

Other concerns have developed diversified markets, and are building up foreign trade with countries whose need for the product comes during the normal dull season.

Side-lines Offer Remedy

The development of "side-lines" and other methods of diversifying the product has been successfully tried by many manufacturers. A clothing firm making women's coats developed children's coats as an idle period product; a felt hat manufacturer also produces straw hats; an ice skate manufacturer also makes window screens; many coal dealers are also ice dealers. These are illustrations of diversification of product.

Attempts to reduce early orders have aided many manufacturers to budget their productions on an equal monthly basis. A knitting mill company takes orders for suits in September to be delivered in June. The Columbia Conserve Company takes orders in May for delivery in August. Clothing manufacturers report orders placed six months in advance of delivery. All of these con-cerns offer special inducements such as discounts in order to guarantee advance

Finally, if advance orders are too hard to find, many producers undertake to manufacture in advance of orders. Of 69 companies whose methods were studied in 1930, 41 reported manufacturing for stock during dull periods. The Proctor and Gamble Company, manufacturers of soap; the Dennison Manufacturing Company, makers of paper products; the W. L. Douglas Shoe Company, and many others produce in advance of sales and thus stabilize employment.

Not All Can Be Prevented

American firms who have experimented with the above methods have achieved considerable success in stabilizing employment. But the methods for reducing seasonal unemployment are not applicable to all industries. Industries producing standardized products such as soap can apply one or more of the methods discussed. Industries with highly skilled workers which find it important to retain a steady staff also find sufficient incentive to develop methods of regularization.

But some industries will have considerable difficulty in their efforts to stabilize employment. In this group fall industries where the bulk or high value of the commodity makes production for stock and storage difficult. The automobile industry illustrates this difficulty. Industries where the weather is an important factor, like in building and

canning, regularization will not remove more than a small amount of unemployment. The same difficulty is found in industries where the style factor is of importance. Producing the stock in women's shoes or clothes is, obviously, in view of the present changing fashions, a hazardous undertaking.

The advantages of regularization, the great savings to the manufacturer and to the worker are however very great and the experimentation with the methods of achieving stable employment will be continued in the next decade to an increasing extent. The obstacles are several. The inertia of old habits will take many years to overcome. The average small manufacturer is not worried about the problem. The costs of unemployment are unknown to him. The loss to the worker is being given consideration by only a small number of progressive manufacturers. The costs of embarking on a stabilization program are also a factor in retarding the movement. In the long run the savings will no doubt exceed the expense. But the initial costs are undoubtedly greater. Finally, many employers need elementary education in the problem of unemployment and the technic of removing it. The educational process is necessarily a slow

Books like Mr. Smith's, by relating the experiences of progressive manufacturers, will provide the tools for stabilization.

Labor and the Sherman Act

(Continued from page 241, column 3)

There is no evidence in the records to show that the Senators believed that the Sherman Law would apply to labor. The act was intended to be an act against trusts and not against trade unions. The blame for this injustice must be shared by Congress because it chose an inaccurate terminology and by the Courts because they failed to examine thoroughly the intent of Congress.

the intent of Congress.

The second part of the book contains a complete historical resumé of all the court cases under the Sherman Act in which labor figured, and important nonlabor cases. He examines the facts and the court's decisions in such famous labor cases as the Danbury Hatters' Case, in which the Supreme Court definitely applied the Sherman Law to labor combinations and also held that individual union members could be sued for damages resulting from strikes; the Gompers Contempt Case, in which Samuel Gompers and others were sentenced to six months in prison for printing the name of the Buck Stove Company in the "Unfair List" of the "American Federationist"; the Hitchman Coal Company Case, in which the "yellow-dog" contract was held legal and the United Mine Workers organizing activities in West Virginia were restricted.

Particularly significant is Dr. Berman's conclusion that the Clayton Act, passed in 1916, and thought by many to protect labor from the Sherman Law, actually more than doubled the chances

that labor activities would be hampered by the Sherman Law. In the Duplex Printing Press Case the Supreme Court definitely established that the legal status of unions had not been changed by the Clayton Act and that the secondary boycott was still illegal. Similar analysis is given to the many court cases arising from the coal strikes in 1919, the Shopmen's Strike and the famous Daugherty Injunction in 1922 and more recently the injunction cases involving the building trades.

Close to Servitude

Among the latter, building trades workers are especially concerned in the decision in the Bedford Stone Case. The decision in this important case enjoined union stone cutters from refusing to set non-union stone quarried in the Bloomington district in Indiana, on the ground that such refusal interferes with interstate commerce. In this case as in many others Justice Brandeis and Holmes dissented and held such restraint reason-"If refusal to work can be enjoined," wrote Justice Brandeis, "Congress created by the Sherman Law and the Clayton Act an instrument for imposing restraints upon labor which remind one of involuntary servitude.'

In the third part of the book Dr. Berman seeks to find a way out of the present unfavorable situation for labor. Four methods appear possible. First, the repeal of the Act of 1890 has been urged by labor and several groups of business men who resent its restrictions. Such a step is inadvisable, unless it were also accompanied by another measure which would protect society against harmful combinations.

Another way out of the present situation lies in the passage of another law clearly exempting labor organizations from the operation of the Sherman Act. It is doubtful whether such a measure could be secured from a conservative Congress.

A third possibility is the change in the attitude of the courts relative to the intention of Congress to include labor organizations under the Sherman Act. It is unlikely, however, that the courts will overlook 37 years of precedent and re-

verse their judgment.

Dr. Berman's solution points in a different direction. The courts, he holds, have in the important cases concerning business combinations, applied the "rule of reason." By this rule they sought to discover if the combination was reasonable, if it was socially desirable, then the prohibitions of the Sherman Law were not to apply. Thus, "if collective bargaining is desirable and strikes are reasonable means of securing and defending it, so also are secondary boycotts. The rule of reason requires that they should not be considered illegal under the Sherman Act." In other words, each case involving labor organizations, whether it seeks to enjoin a strike, picketing or boycott, should be examined by the judges in the light of all the social and economic facts. When these facts show that the act in question is reasonably related to the legal purposes of trade unions then the prohibitions of the Sherman Law should not be invoked. Thus a law which permits a combination of steel manufacturers on the ground that it was not unreasonable, might also permit the secondary boycott, or reject the "yellow-dog" contract on the ground that the first was reasonably related to the lawful purposes of labor unions and the second interfered with such purposes.

Such a proposal may give some aid to labor. It may at the same time even increase the injury. For the judges who are to decide the "reasonableness" of a particular act are very largely the same judges who have in the past decided against labor. Judges, like other human beings, have biases and prejudices. The "rule of reason" can be aplied to aid or to injure labor. The general acceptance of such a proposal would increase the power of the courts to read into the laws of Congress what may have never been intended.

A more democratic proposal is to seek relief through legislative action. Then the law is definite, its adoption is more certain and relief more permanent. But desirable as these changes are, the likelihood of their immediate acceptance is slight indeed. Dr. Berman writes: "No change which substantially relieves labor from the burdens of the Sherman Act is likely to be secured in the near future. Changing the attitude of the courts would be at least as difficult as securing political power to obtain the passage of the necessary legislation."

Dr. Berman has written a much needed book. He has treated a difficult subject in a comprehensive and lucid manner. He brings to his subject the point of view of the liberal labor economist. The book carries the endorsement of Professor John R. Commons of the University of Wisconsin and of Professor Felix Frankfurter of the Harvard Law School, whose book on the "Labor Injunction" is the most thorough study of that subject.

BIG DAM BRINGS ONLY CHAGRIN TO WORKERS

(Continued from page 240)

intended to continue the low wages now paid, he replied by saying: 'Hell, we have no wage scale; we have no contract as yet; we (meaning the Six Companies, Inc.) have signed the contract but the government has not done so and it may be 30 days before the surety companies are thoroughly satisfied with us.' * * *

Pays High Board Bills

"It is also stated that the Anderson Boarding and Supply Company have the contract for board and feeding, and that in nearly every instance the men brought in by the Six Companies, Inc., are charged so much that after all deductions are made by the company the average employee has much less than \$60.00 per month left. * * *

"Every activity on the ground in the vicinity of the Boulder Dam project indicates that advantage is being taken of the depression and the surplus number of men begging for work."

The "New Reclamation Era," official publication of the Department of Inter-

ior, says of Mr. Crowe:

"Francis T. Crowe, manager of Six Companies, Inc., will be in charge of construction of the dam. Mr. Crowe has been associated with the Utah Construction Company for the past few years as superintendent of construction and built the Gibson and Deadwood Dams. He was for many years with the Bureau of Reclamation, starting in 1904 as an engineering aide, and was filling the position of general superintendent of construction when he resigned in 1925."

DETAILED RESULTS OF REFERENDUM

(Continued from page 255)

	(Continued from	page 200)	
Loca	1	Prop. I	Prop. II
No.	Location	Fav. Opp.	
	Painesville, Ohio Elizabeth, N. J. Cristobal, C. Z. Fond du Lac, Wis. Wichita Falls, Tex. Columbus, Ohio Modesto, Calif. Eleomington, Ill.	7 6	11 2
673	Painesville, Onto	134	134
675	Cristobal C V	93	93
680	Fond do Lac Wis	4 1	4 1
681	Wichita Falls Tex	9	9
683	Columbus, Ohio	15	15
684	Modesto, Calif	8	8
685	Bloomington, Ill	30	30
686	Hazelton, Pa	17	17
691	Glendale, Calif.	21	21
696	Albany, N. Y.	54 7	50 8 168
697 702	Glendale, Calif	168	69
704		75	25
707	Dubuque, Iowa Holyoke, Mass	39	39
710	Northampton, Mass	13 2 62	13 2
711	Long Beach, Calif	62	62
712	New Brighton, Pa	16 4	16 4
713	Northampton, Mass. Long Beach, Calif. New Brighton, Pa. Chicago, Ill. Houston, Tex.	288 24 251	284 28 251
716 717	Houston, Tex Boston, Mass Manchester, N. H	67	67
717	Manchester, N. H	39	39
722	Constituted M W	12 2	14
725	Terre Haute, Ind	19	19
725 732	Portsmouth, Va	62	62
734	Portsmouth, Va	139	139
735	Burlington, Ia	6 6	6 6
743	Reading, Pa.	62	62
747	Omaha Nobe	12	12
768 778	Omaha, Nebr	23 9	20 12
774	Cincinnati, Ohlo	19	19
792	Santa Maria, Calif	11	11
794	Chicago, Ill.	35 10	27 18
802	Moose Jaw. Sask	847	8
817	Moridian Miss	18	18
840	Omaha, Nebr. Windser, Ont. Cincinnati, Ohio Santa Maria, Calif. Chicago, III Moose Jaw, Sask. New York, N. Y. Meridian, Miss. Geneva, N. Y. Lubbock, Tex. Buffalo, N. Y.	9 8	8 4
850	Lubbock, Tex.	18	18
854	Buffalo, N. Y	35	35
855	Muncle, Ind.	7 1	21
857 863	DuBois, Pa Lafayette, Ind	21 17 1	18
864	Lafayette, Ind. Jersey City, N. J. Baltimore, Md. Iroquois Falls, Ont. Cumberland, Md. Zanesville, Ohlo Chicago, Ill. Minneapolis, Minn. Mankato, Minn.		41
865	Baltimore, Md	9 7	9 7
869	Iroquois Falls, Ont	12	11 1
870	Cumberland, Md	714	
874	Zanesville, Ohlo	45	45
885	Minnespolis Minn	50	50
892	Minneapolis, Minn Mankato, Minn	1 8	1 8
902	St. Paul. Minn	58	58
912	St. Paul. Minn Cleveland. Ohio Staten Island, N. Y	21	21
922	Staten Island, N. Y	3	3
937	retenmond, va	7	7
948	Flint, Mich	5 10	5 10
968	Parkarshurg W Va	6	6
991	Corning, N. Y.	7	7
995	Baton Rouge, La	3 11	3 11
1021	Uniontown, Pa	6	6
1024	Baton Rouge, La. Uniontown, Pa. Pittsburgh, Pa. Woonsecket, R. I. Bellingham, Wash. Jackson, Mich. Winnipeg, Man. Toledo, Ohio Salina, Kans.	54	54
1029	Woonsocket, R. I	25	25
1032	Jackson Mich	19	19
1037	Winningg Man.	245	245
1047	Toledo, Ohio	45	45
1054	Salina, Kans	5 2	6 1
1086	Tacoma, Wash	50	-50 50
1091	Toronto Ont	26	26
1095	Toledo, Ohio Salina, Kans. Tacoma, Wash. Battle Creek, Mich. Toronto, Ont. Oil City, Pa. Anaheim, Calif.	18	16 2
1101	Anaheim, Calif.	20	20
1108	Willard, Ohio	25	25
	Quebec, Que	44	44
1135	Newport News, Va	14	30
1141	Birmingham Ala	10	10
1147	Oil City, Fa. Anaheim, Calif. Willard, Ohlo Ouebec, Que, Newnort News, Va. Oklahoma City, Okla. Birmingham, Ala. Wis. Rapids. Wis. Santa Monica, Calif.	14 7	14 7
1154	Santa Monica, Calif.	14 7 18 2	13 2

Locals Reporting Too Late to Be Counted

Local		Prop. I	Prop. II
No.	Location	Fav. Opp.	Fav. Opp.
270	Milford, Mass	16	16
	Salt Lake City, Utah	23	23
525	Danbury, Conn	5 8	5 8
	Ft. Lauderdale, Fla	7	7
798	Chicago, Ill.	15	15

Locals Reporting on Letters, But Not On Official Referendum Statement

561 Montreal, Que. ____ 145 45 142 48 1057 Woodland, Maine ___ 28 ___ 28 ___

WHY SOAP BOXERS HAVE A RIGHT TO KICK

(Continued from page 239)

ble to predict with some assurance that for the period we are considering they will affect our problem in comparatively small numbers." * * *

"The most serious task now facing all civilized governments is the task of maintaining sufficiently stable social conditions in the midst of rapid change." * *

"We need England and Germany more than we could hope to profit from their destruction."

"One may have his fling in long time prophecy by predicting that ultimately 'other things being equal' we shall find ourselves loaded with the worthless promises of a bankrupt world, to the great disadvantage of every advanced nation in the world."

"Wherever the interests of home markets are directly or indirectly involved or in conflict with foreign trade, we should prefer the home markets." * * *

He is fundamental:

"I believe acceptance of a considerable limitation of our business to our own market is the only way to maintain our profits, the only way to maintain our standards of living, and the only way to give other great industrial nations a chance. The limitation of our growth in exports mainly to exports of technology and management, holds out hope for the recovery of Germany and England and would contribute to raising standards the world over." * * *

Must Make Good

* * * "Capitalism and capital can be defended only by constructive programs based on the consideration of social responsibility." * * *

"If capital continues to stand pat and defend itself, and if conservative political leadership continues to follow capital through a series of rear guard encounters in the effort to use written constitutions and laws to protect capital and capitalistic society, changes destructive both to capital and labor almost inevitable." * *

"The socially sound remedy for unemployment is work and this is the only remedy which will contribute to constructive social progress." * *

Every American should be glad for a book like this, because of the directness, honesty, and high-mindedness with which it attacks fundamental problems. Here is a business man with a sense of responsibility. He leaves the welter of money grubbing, for the high, clear ranges of disinterested thinking. Will the book reach the class who needs it most? We wonder. Business men are opinionated, and hard-boiled. They hate thinking. They hate change. They dislike to surrender any power. Dean Donham recognizes this fact. He says, "Of course, Soviet Russia has a big job on her hands to train her labor to use machinery. I doubt, however, if her task is half as difficult as our task of training our business men to work cooperatively in carrying out a general plan."

If Mr. Donham fails to awaken the managing group—as he and others may fail—it is easy to predict a rapid increase in soap-boxers. And soap-boxers will not shout as loud as the regiments of unemployed men tramping the streets.



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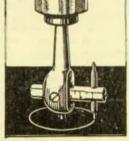
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WHEN ONE BANK FAILS, ALL LOSE IN CANADA

(Continued from page 229)

published as a supplement to the Canada Gazette, and interesting extracts are given to the public through the press. The importance of such reports has been overdrawn as nothing is inserted to indicate the validity of such an item as current loans. Before the provision of the shareholders' audit was made, there was very little check on a general manager inclined to falsify his reports to the department aside from the fear of the penalty named in the Act. A natural tendency to conceal a state of insolvency in the hope of a turn of fortunes manifested itself so frequently in connection with bank failures that the statement was made that the reports were not worth the paper upon which they were written. With the introduction of the shareholders' audit the chances of continued misrepresentation have been considerably reduced.

Having referred to a number of methods incorporated in Canadian banking legislation for securing a safe note circulation, it will now be in order to take up a more subtle question, that of the elasticity of our currency. The situation before the war will first be investigated as it will be necessary to have an understanding of the normal conditions of that period before an estimate of the effect of the war may be formulated.

Dividends Restricted to 8 Per Cent

The currency of a country should conform in volume to the requirements of trade. If the stock of goods increases, there should be a corresponding expansion in the currency. The Act of 1913 restricted the note circulation of the banks to the amount of the paid up capital. This limitation was not necessarily intended to unduly restrict the note issue. It should have had the effect of enlarging the capital of the different banks. Adding to the strength of the institution especially in connection with the potential asset based on the double liability of the shareholder, the expanded capital would be a decided acquisition to the bank. The section has failed to achieve such a result as the paid up capital of the banks has remained practically stationary for a considerable period. The reason for this is perhaps found in the clause restricting the dividends to 8 per cent unless the rest or reserve equals 30 per cent of the paid up capital. A large rest fund also gives a sense of security without the risks of double liability.

In view of the difficulty of meeting these requirements and at the same time satisfying the needs of customers for notes and loans during the crucial months of 1907, an amendment was enacted in the following year permitting the issue of an emergency circulation to the extent of 15 per cent of the combined paid up capital and rest fund. The crisis of 1907 was especially trying as the decline of credit and the necessity of caring for the crop movement occurred at the

same time. But the seasonal variation of the note requirements is one of the peculiarities which Canadian financiers are called upon to deal with. The farmer especially in the prairie province is generally under considerable expense in connection with the care and harvesting of his crop. He arranges to meet these debts in the fall when his wheat is delivered at the receiving station situated along the railway line. It is important that the buyer shall be in a position to make payment immediately upon the receipt of the grain. The bill of lading or warehouse receipt covering the grain is given as security to the bank who makes a loan accordingly. If the grain is resold to the exporter at the large inland wheat market, the banks are again called upon to finance the transaction. The result is that the producer of the wheat does not require to wait until the grain reaches the European port to receive payment and discharge his obligations.

An Elastic Currency

During October and November of each year the note circulation is increased by about 20 per cent over that of January, when the greatest contraction takes place. To meet these requirements, it is of great assistance to the banks that they are in a position to issue notes which represent to them while in their possession little more than the cost of printing. If Dominion notes or gold were issued for this purpose a contraction of loans would necessarily result. It is necessary to keep on hand in legal tender about 10 per cent of the demand liabilities. Under the circumstances, it is easily recognized that gold or legals would not be placed in circulation by the banks if legislation did not place an arbitrary limit on the note circulation. An undue expansion is prevented by the necessity of redemption at the nine centers. In practice the notes of any Canadian bank are received at any of the branch banks. The outstanding notes are soon carried back to the banks and the circulation reduced accordingly. There is very little tendency to hoard Canadian bank notes. It would be greater in normal times perhaps if the notes were made legal tender or backed by government guarantee. There would be a danger in making the notes absolutely secure. The abundant expansion of the note circulation is also restrained by the fact that there is no circulating media of a better grade which may be displaced by the bank note. If the Dominion note or gold of similar denominations were in circulation a strong tendency would develop to withdraw the gold and legals and replace the same with bank notes. To the public at large, the better grade might not offer any greater attractions but the banks would make a marked distinction. The legal tender is valuable as a security against deposits and note circulation whereas the notes returned to the bank of issue are of no consequence aside from the expenses of preparation.

On the other hand, the note circulation cannot be arbitrarily expanded above the legitimate needs of the bank's customers. This could be accomplished by injudicious loans which would react as a boomerang on the bank. The arrangement governing the issue and retirement of notes should be so constituted that an expansion or contraction in trade should be paralleled in the amount of circulation. It has been shown above that a bond secured circulation tends to vary inversely with the prosperity of a country. Whether by ingenuity or by accident Canadians are blessed by an elastic circulation admirably adapted to the peculiar conditions of the country.

YOUNG'S LABOR RECORD DIMS 1932 HOPES

(Continued from page 238)

"The company sets a time and a price on a certain job. If the job has a \$50 price on it and the group completes it at a cost of \$40 all the men in the group get a certain percentage of the \$10 saved. The balance is divided between the foreman and the company.

"The workers call it a 'dog-eat-dog' plan, and explain it is the source of hard feelings among the men. One man who has a run of hard luck will slow down the entire job and incur the wrath of his fellows by cutting down the extra money they would have received if the job had been turned out quicker. * *

"The Bedaux System is a similar plan, but it applies only to individuals. * * *

"Its Micromotion system of time study goes far beyond the old stop-watch plan. The General Electric now measures the movements of an employee's hands in units of time as brief as two-thousandths of a minute."

Wise-cracks Describe Plans

These comments on the company union plan in effect at the General Electric are significant:

"The Lynn union is known as the Employee's Plan of Representation. The employees with whom I talked, however, always added 'Mis-' before the last word in the title.

"At Schenectady, the 'union' is called a Works Council. A young Irish employee gave me the following delightful interpretation of the title:

"'Sure, it's a works council, all right. It works for the company's benefit and gives bum counsel to the men."

"Both schemes are company-maintained in the fullest sense of the word. No 'dues or assessments' are collected directly from the employees for the upkeep of these unions. The company ostensibly pays all expenses. As a matter of fact, the employees foot the bills, just like they do for various other company schemes. * * *

"Then there is the classic case of where the workers in one section elected an Italian janitor—who could not speak a word of English—to act as their representative. And another group cast an overwhelming vote for a 14-year-old office boy."

Old Workers Juggled About

The shortcomings of the welfare schemes are made to bear the same searching investigation.

"I found an abundance of complaints about the company forcing men out of the shop before they reached the pension retirement age of 70—men with as high as 25 and 30 years of service.

"'Cash settlements' were made in most of the cases. One man who had spent a lifetime with the company and was less than 60 years old was given \$10 a week for 40 weeks. I have a number of 'cash settlement' cases in my notes.

"Nobody ever refuses one of these so-called cash settlements, it was explained. Pensions are based on the man's earnings in the 10 years prior to his retirement, and before the company offers him a cash settle-

ment to get out he has been transferred to

a job where he is getting less pay. * * According to President Gerard Swope of the General Electric more than 36,000 of the company's employees have turned \$41,000,000 of their money for bonds. averages a little more than \$1,000 each-a lot of money to be paid out on the weekly deduction plan. During 1930, the bond cor poration made a profit of \$1,700,000 and had \$8,419,635 in its reserve fund. Some of the employee-bond-holders suggested a pro-rata division of this surplus, but the company's refusal was so emphatic that no one has dared to breathe such a thought again.

"Here are some interesting facts I secured from the president of a large insurance

company:

"If all the General Electric employees belonged to a labor organization and paid the union the \$1.50 a week that the average G. E. employee is now paying to company welfare schemes, the union could keep \$150,000 a month for organization expense and still have enough left to give each member a \$6,000 life insurance policy, which at the age 65 could be paid to him in the form of a pension of \$60 a month for nearly nine years.

"These are approximate figures, based on average ages. They show that the General Electric employee would be getting more than the company promises him now, and in addition would have the protection of a real labor organization behind him."

These articles are an example of democracy carried on by means of the labor press. They probe the surface. They give employees of the great corporation a chance to express their real feelings, and their honest opinions.

"We primarily think of a slave as one who is owned by another. * * * That which fundamentally distinguishes the slave is that he labors under coercion to satisfy another's desires."—Herbert Spencer.

ELECTRICAL HEADS DISCUSS PROBLEMS

(Continued from page 245)

ized acts we offend state or federal authorities, thereby centering upon our national body undue and adverse attention.

"If our policies represent our sincere professions, we shall have no need to combat unfriendly criticism, for if the criticisms are merely unfriendly, we can afford to ignore them-when they are constructive we shall welcome them.

Right Attitude Necessary

"We have need of a period of good feeling, not only sectionally, but nationally, for no matter what rules of conduct we impose upon ourselves, good feeling and willing obedience must be our agents of police. He who makes bad feeling locally or nationally is a destroyer of our prosperity today, and he will be the cause of far worse things tomorrow.

Manufacturers of bad feeling have no place in our industry and should be ostracized. Many conscientious men of our industry, aghast at the size and complexity of the problems which confront us, have thrown up their hands at the whole job as one too great for them to tackle. History consoles us in this regard, however, for people have been throwing up situations as bad jobs for hundreds of years; and other people have been busy making their contributions toward improving the situations thus abandoned. The strait-jacket of generations of orthodox economic thought have bound much of our thinking. We have not troubled, too much, as an industry to change our habits of thought and reasoning as adeptly as we change our clothes, houses, and methods of transportation. Our future prosperity and happiness can be safeguarded in no other way than by getting down to bed-rock of basic principles and making our applications of those principles to our individual situations, not in imitation of others, but out of those creative resources which are kept alive by constant contact with basic economic truth."

Other speakers on the program were John M. Gries, chairman, President Herbert Hoover's Conference on Home Building; Victor H. Tousley, field secretary, International Association of Elec-

trical Inspectors; C. E. Greenwood, commercial manager, National Electric Light Association; Otto S. Beyer, consulting engineer; L. I. McQueen, director, Pittsburgh Builders Supply Club; Nelson B. Gaskill, former chairman of Federal Trade Commission.

For money enters in two different characters into the scheme of life. A certain amount, varying with the number and empire of our desires, is a true necessity for each one of us in the present order of society; but beyond that amount, money is a commodity to be bought or not to be bought, a luxury in which we may either indulge or stint ourselves, like any other. And there are many luxuries that we may legitimately prefer to it, such as a grateful conscience, a country life, or the woman of our inclination. Trite, flat, and obvious as this conclusion may ap-pear, we have only to look round us in society to see how scantily it has been recognized; and perhaps even ourselves, after a little reflection, may decide to spend a trifle less for money, and to indulge ourselves a trifle more in the article of freedom .- Robert Louis Stevenson.



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567 10521	10530	668 74458	21495 74477	858 52804	199101	1135614154 614158	240—189950.
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625 36636	36667	762 9111	9138	1002 59826	59883	43—118103, 474184.	130-129256, 263.
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PROTECTION OF HOUSE QUALITY STILL TO BE WON

(Continued from page 244)

made up the deficiency at a cost to itself of \$60,000.

Law and customs regarding low bids should be supplemented by procedures that will guarantee standards of workmanship. The recent passing of the prevailing rate of wage law was a step in this direction. But much water will have to go over the dam before private contracts are made this way.

It is to be hoped that house shoppers can be brought to shop with the same discrimination and the same skeptical eye as food shoppers or clothing shoppers. If they would accept advice, they would readily see the wisdom of giving a specific class of work to a qualified person, and not to some agent or substitute not qualified to handle his affairs.

UNION FIRE FIGHTING APPARATUS

In considering union made goods and the employers of union men, we must say a word for a manufacturer of a line of merchandise that is seldom given thought as being the concern of labor.

Discussion of this subject at this time is prompted by the fact of the renewal of working agreements between the American La France and Foamite Corporation, of Elmira, N. Y., and all the organized crafts in their employ

in their employ.

The American La France and Foamite Corporation is the oldest and largest manufacturer of fire fighting apparatus in the world. Its history dates back 86 years and its products are such as to assure good and continuous service to the community they protect.

The American La France fire fighting apparatus is made under union conditions, for all crafts in their employ are unionized and working under agreements. This is the only plant making fire fighting apparatus that is a union shop and works under union conditions—union men and union wages and hours.

Therefore, we urge trade unionists everywhere to use their influence to have their city officials give preference to the American La France and Foamite Corporation, of Elmira, N. Y., when contemplating the purchase of fire fighting apparatus. We ask that wide publicity be given to the fact that the American La France and Foamite Corporation is not only fair to organized labor, but that its products are made by the best and highest skilled mechanics available.

To be honest, to be kind, to earn a little, and to spend a little less, to make upon the whole a family happier for his presence, to renounce when that shall be necessary and not to be embittered, to keep a few friends, but these without capitulation; above all, on the same condition, to keep friends with himself; here is a task for all a man has of fortitude and delicacy.—Robert Louis Stevenson.

Of all kinds of pride I hold national pride the most foolish; it ruined Greece; it ruined Judea and Rome.—Herder.

PRINCIPAL CITIES

Local Unions in Principal Cities of the United States and Canada Are Now Keeping Statistical Records in Cooperation With the International Office.

* * *

THEY BELIEVE THAT IT IS AS NECESSARY TO KNOW FACTS ABOUT THE INDUSTRY AND TO KEEP INDUSTRIAL RECORDS AS IT IS TO KEEP FINANCIAL RECORDS, AND TO AUDIT ACCOUNTS.

* * *

RESEARCH IS A NEW SORT OF TOOL.

It is another way of advancing the objective of the union. Key cities have adopted the research plan of the Brotherhood.

RESEARCH DEMANDS EFFECTIVE TOOLS.

The weekly research cards, and the research ledgers prepared by the I. O. are tools in the aid of research.

* * *

LIFETIME LOOSE-LEAF FULL LEATHER RESEARCH BINDERS WITH TABS ARE PRICED AT \$15.

Research ledger sheets are priced at \$2.50 a hundred. One sheet serves a member a year.

Research weekly report cards are 50 cents a hundred.

* * *

Research, Like a Good Engine, Gains Smoothness and Power With Use.

Statistics gathered accurately and preserved carefully over periods of time will serve the union powerfully.

The union cannot ignore this new tool of organization work.

G. M. BUGNIAZET, Secretary
International Brotherhood of Electrical Workers
1200 15th St., N. W.
Washington, D. C.



"* * * Mankind is now in one of its rare moods of shifting its outlook. The mere compulsion of tradition has lost its force. It is the business of philosophers, students, and practical men to re-create and re-enact a vision of the world, conservative and radical, including those elements of reverence and order without which society lapses into riot, a vision penetrated through and through with unflinching rationality. Such a vision is the knowledge which Plato identified with virtue.

"Epochs for which, within the limits of their development, this vision has been widespread, are the epochs unfading in the memory of mankind. There is now no choice before us: either we must succeed in providing a rational coordination of impulses and thoughts, or for centuries civilization will sink into a mere welter of minor excitements. We must produce a great age, or see the collapse of the upward striving of our race."

—ALFRED NORTH WHITEHEAD, in "Business Adrift".

